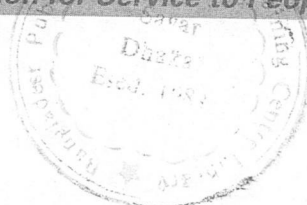


## June 2000



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[Translation from Bengali]

Government of the People's Republic of Bangladesh  
Ministry of Establishment

**Resolution**

No-SRO/234-law/96

Date: 08.12.1996  
24-08-1403 Ben

Whereas it is necessary to bring about reform in the public administration in order to fulfil the commitment of the Government to make the administration proper, transparent, efficient and accountable to ensure the socio-economic development of the country, and reach its benefits to the people;

and whereas it is expedient and necessary to constitute a reform commission to submit recommendations to the Government to implement the above objectives;

therefore, the Government hereby decides as follows:

**1. Formation of Public Administration Reform Commission**

- (i) The Government, by a notification in government Gazette, shall constitute a Commission named the Public Administration Reform Commission, hereinafter called the Commission.
- (ii) The Commission will be formed comprising a Chairman, a full-time Member and seven part-time Members.
- (iii) The tenure of the Commission shall be for two years from the date of formation.
- (iv) The Chairman and Members of the Commission shall be appointed by the Government subject to the arrangement mentioned at sub-para (v):

Provided that a person with high level of aptitude and experience in administrative matters shall be appointed as Chairman and a full-time Member shall be appointed from among the persons having experience in administrative matters who held or is still holding the post of Secretary to the Government of Bangladesh;

provided further that among the part-time Members two shall be leading public representatives, two shall be representatives from private sector including the NGOs and one shall be representative from the academic profession.

- (v) Comptroller & Auditor-General and Efficiency Secretary of the Prime Minister shall be the ex-officio part-time Members.
- (vi) The condition of services of the Members of the Commission shall be determined by the Government.

**2. Scope of work of the Commission**

- (1) The scope of work of the Commission shall be as follows:
  - a. Identification of implementable recommendations incorporated in the reports of 'Public Administration Efficiency Study 1989', 'Public Administration Sector Study 1993', 'Towards Better Government in Bangladesh 1993', 'Government that works: Reforming the Public Sector 1996', relevant World Bank Report and Report of the Administrative Reorganisation Committee 1996;
  - b. recommend on improving transparency, efficiency, accountability and effectiveness in the public administration;
  - c. advise about rationalisation of manpower of the administration and rightsizing the Government;

- d. recommend on making the civil service more effective, modern and dynamic after examining all matters relating to the civil service structure and incentive arrangements;
  - e. recommend modification of relevant legal, regulatory and procedural matters;
  - f. recommend decentralisation of government activities and reorganisation of local government system;
  - g. recommend specifically about curbing the trend of corruption at different levels of administration;
  - h. recommend about strengthening the Parliamentary oversight;
  - i. recommend measures to ensure the delivery of services to the consumers keeping in view considerations of cost-effectiveness and value for money of the consumer for delivery of services; and
  - j. recommend on related and concerned matters mentioned above.
- (2) The Commission may submit to the Government from time to time recommendations with financial implications and specific suggestions for their implementation.
- (3) With a view to formulate the recommendations the Commission:
- a. may make necessary communication with the Law Commission, 1996 (formed under the Law Commission Act 1996, Act No.19 of 1996), the 'Efficiency Unit' of Prime Minister's Office (if any), the Reforms in Budget and Expenditure Control project and other authorities related to the scope of work mentioned in this para; and
  - b. may take in public the views of the politicians, MPs, trade unions, NGOs, women organisations, chambers of commerce, academic community and any other professional group considered appropriate by the Commission by organising workshops and seminars.
3. Co-option of Members
- The Commission may co-opt any concerned experienced person with approval from the Prime Minister by notification in the Government gazette for completion of its functions properly for the purpose and tenure as mentioned in the notification.
- 4. Officers and Employees**
- The Government may appoint a fixed number of officers and employees for carrying out the functions of the Commission and the terms and conditions of their services shall be determined by the Government.
5. Submission of the completed report of the Commission
- The Commission shall submit its completed report to the Prime Minister.
6. Administrative Ministry of the Commission etc.
- (1) Ministry of Establishment shall be the administrative ministry of the Commission and it will provide necessary assistance to the Commission.
  - (2) The expenditure of the Commission shall be reflected in the budget of the Ministry of Establishment and the financial allocation in the budget will be made by the Ministry of Finance.

By order of the President  
Signed/-  
(**Shafiur Rahman**)  
Secretary

(Translation from Bengali)

Regd No DA-I

**Government of the People's Republic of Bangladesh**

BANGLADESH GAZETTE

Extra Issue

Published by the Authority

Wednesday 29 October 1997

**Government of the People's Republic of Bangladesh**

**Cabinet Division**

**Resolution**

**Date: 13 Kartik 1404 / 28 October 1997**

S.R.O.No. 250-Law/97—Whereas it is expedient to bring about reform in the public administration in order to make the administration, transparent, efficient, helpful to national progress, public welfare-oriented and accountable so that government commitment for ensuring the socio-economic development of the country and for bringing its fruit to the people can be carried out:

And whereas it is expedient and necessary to form a Public Administration Reform Commission in order to provide the Government with recommendations for carrying out the above-noted objectives and on affairs related with carrying out government-adopted recommendations;

Therefore, the government hereby decides as follows:

**1. Formation of the Public Administration Reform Commission**—(1) The government, by a notification in government gazette, will constitute a Commission named the Public Administration Reform Commission, hereinafter called the Commission.

(2) The tenure of the Commission **will be for two years** from **date** of the **issuance** of the resolution.

(3) The Commission will consist of a chairman, three full-time members including a member-secretary and the following part-time members, i.e.:

- (a) Cabinet Secretary, ex-officio;
- (b) Principal Secretary to the Prime Minister, ex officio;

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- (c) Comptroller and Auditor General (~&LAG) ex-officio;
- (d) Secretary, Finance Division, ex-officio;
- (e) Secretary, Ministry of Establishment, ex-officio;
- (f) Efficiency Secretary (if any) of the Prime Minister's Office, ex-officio;
- (g) Two Public representatives;
- (h) Two representatives from private commercial enterprises including NGOs;
- (i) One representative from educational or research institutes.

(4) The Commission's chairman, member-secretary and other full-time members will be appointed by the government and the representatives as mentioned in (g), (h) and (i) under Sub-Section (3) will be nominated by the government.

(5) Notwithstanding anything otherwise in Sub-section (3), the Commission, in the interest of administering its functions properly, can Co-opt, with approval from the Prime Minister and by a government gazette notification, someone experienced in relevant matter as additional part-time member for the subject and tenure as mentioned in the notification.

**2. Qualifications, etc, of the chairman and full-time members-** (1) A person with high level aptitude and experience in administrative matters will be appointed as chairman.

(2) Apart from the member-secretary, one of the other two full-time members will be a person who has made high quality and commendable contributions towards research in private sector management and public administration and the other will be one who has sufficient practical experience in administrative affairs and who was or is a secretary to the government of the People's Republic of Bangladesh.

(3) The member-secretary of the Commission will be appointed from among the secretaries or additional secretaries to the government.

(4) The service rules of the chairman and full-time members of the Commission will be determined by the government:

Provided that if an officer, who is already in government service, is appointed as a full-time member, he and the member-secretary will not be entitled to any more facilities other than those entitled to their positions.

**3. Scope of work of the Commission.** – The scope of work will be as follows:

- (a) Recommend on improving transparency, efficiency, accountability, effectiveness and dynamism in all spheres and at all levels of the public administration including ministries, divisions, departments, directorates and all other government offices and semi-government and autonomous organisations:

- (b) Recommend on institutional and procedural changes in all spheres and at all levels of the public administration in order to attract investments from home and abroad in the private sector and to give all-out support to industrial and commercial enterprises;
- (c) Identify the causes and sectors of misappropriations in all spheres and at all levels of the public administration, and recommend measures to prevent the misappropriations and to ensure the provision of services in accordance with cost-effectiveness, the value for money of consumers and their demand;
- (d) Recommend in order to bring about reform and re-organization of all government, semi-government and autonomous institutions consistent with local government legislation aiming at the decentralization and devolution of government activities;
- (e) Recommend institutional, legal and procedural reform in order to stop corruption in all spheres and at all levels of the public administration;
- (f) Recommend institutional reorganisation and manpower rationalisation, justification, retrenchment and appropriate restructuring in all spheres and at all levels of the public administration including ministries, divisions, departments, directorates and all other government offices and semi-government and autonomous institutions;
- (g) Recommend measures to intensify Parliamentary supervision over matters related with the public administration;
- (h) Recommend institutional mechanisms on matters including 'efficiency units' and 'efficiency cells' for the purpose of implementation of the Commission recommendations; and
- (i) Recommend to ensure necessary amendment to legal, regulatory, procedural and institutional matters aiming at attaining the above-related objectives and ensure their proper application.

**4. System of operation of the Commission:** With a view to carrying out its tasks properly, the Commission

- (a) will examine the Public Administration Efficiency Study (1989), Public Administration Sector Study (1993), Towards Better Government in Bangladesh (1993), Government That Works (1996), Report of the Administrative Reorganization Committee (1996) and previous other relevant reviews and reports, and identify the recommendations in those documents worth implementation;
- (b) will ask for documents and information on the manpower, scope of work, rules and procedures of any of the ministries, divisions, departments and directorates, and other government, semi-government and autonomous organisations and institutions that run fully or partially by government funds, and all such institutions will be bound to supply the documents and information as asked for within the Commission-prescribed time;
- (c) can invite the heads or any other officials of the institutions as mentioned in Clause (b) for discussion at any time and the concerned officials will be duty bound to take part in such Commission-arranged discussion;

- (d) can take opinion from MPs, local government representatives, representatives from political parties, trade unions, NGOs, women's organizations, Chambers of Commerce and Industry, academic professionals and citizen's of all walk of life on any subject through letters, questionnaires, seminars, open discussions, workshops, etc;
- (e) can appoint domestic and foreign specialists for conducting Commission activities through technical assistance;
- (f) can make necessary communications and coordination of work with the Law Commission, formed under the Law Commission Act 1996 (Law No,19 of 1996), the Efficiency Unit at the Prime Minister's Office, the Reforms in Budget and Expenditure Control project and other authorities related with the scope of work as mentioned in Section 3;
- (g) can form one or more than one committees for assistance in carrying out its responsibilities.

**5. Responsibilities of the member-secretary of the Commission.** - The member-secretary of the Commission will carry out all decisions of the Commission and, with this aim in view, will enforce all administrative and financial authorities of the Commission.

**6. Submission of interim reports, etc.** - (1) The Commission from time to time can submit to the Prime Minister interim reports on matters relating to the responsibilities vested with the Commission, and can submit to the Prime Minister reports on progress achieved in the implementation of recommendations.

(2) The Commission will determine the priorities of its investigations and prepare its reports accordingly.

**7. Officers and employees of the Commission.** - The Commission can appoint necessary number of officers and employees on deputation or on contract basis in the interest of conducting its functions properly.

**8. Administrative and financial situation of the Commission, etc.** - (1) The Commission will be attached with the Cabinet Division and the Cabinet Division will provide necessary assistance to the Commission.

(2) The Commission will prepare its own annual budget and, after it is considered and approved by the Ministry of Finance, will take all necessary action in accordance with the procedures as applicable for an autonomous organisation.

**9. Submission of the full report of the Commission.** - The Commission will submit its full report to the Prime Minister.

**10. Annulment and preservation.** - (I) The Resolution No. S.R.O. 234/Law/96 of the Ministry of Establishment of 08/12/1996, hereinafter called the said resolution, is hereby annulled.

(2) Immediately with the annulment of the said resolution, --

- (a) The Public Administration Reform Commission, formed under the said resolution, will be deemed to have been formed under this resolution, and its chairman and members will be deemed to have been appointed chairman and members, as the case may be under this resolution, and they will remain in office subject to the provision of Section 1(2) of this resolution;
- (b) All officers and employees of the Commission, appointed under the said resolution, will become the officers and employees of the Commission constituted under this resolution;
- (c) All activities done and actions taken under the said resolution will be deemed to have been done and taken under this resolution;
- (d) All property, cash in hand and the amount deposited in bank, owned by the Commission formed under the said resolution, will stand transferred to the Commission created by this resolution.

**By order of the President**  
**Ataul Haq**  
**Cabinet Secretary**



# LIST OF MEMBERS OF PARC

## **Chairman**

ATM Shamsul Haque

## **Part-time Members (Ex-Officio)\***

01. Qazi Shamsul Alam  
Cabinet Secretary
02. Dr. S. A. Samad  
Principle Secretary to Prime Minister
03. Syed Yusuf Hossain  
Comptroller and Auditor General
04. Muhammad Enamul Huq  
Secretary, Ministry of Establishment
05. Dr. Akbar Ali Khan  
Secretary, Ministry of Finance

## **Part-time Member**

06. Advocate Md. Rahmat Ali  
Member of Parliament
07. Khandaker Asaduzzaman  
Member of Parliament
08. Syed Manzur Elahi  
Chairman, Apex Group
09. M Khalid Shams  
Deputy Managing Director, Grameen Bank
10. Dr. S M Nazrul Islam  
Vice-Chancellor, Khulna University
11. Dr. Nazmunnesa Mahtab  
Professor, Department of Public Administration, Dhaka University

## **Full-time Members**

12. Arminul Islam  
Member, PARC
13. Al-Ameen Chaudhury  
Member-Secretary, PARC

---

\* Former Cabinet Secretary Ataul Huq, former C&AG M Hafizuddin Khan and former Establishment Secretary Dr. Shah Md. Farid were part-time ex-officio members of the Commission before Qazi Shamsul Alam, Cabinet Secretary; Syed Yusuf Hossain, Comptroller and Auditor General and Muhammad Enamul Huq, Secretary, Ministry of Establishment respectively.

Government of the People's Republic of Bangladesh  
Public Administration Reforms Commission  
**Jiban Bima Bhaban (Front Block, 4<sup>th</sup> Floor)**  
**10, Dilkusha Commercial Area, Dhaka – 1000.**

## Questionnaire regarding public administration reforms

**(N. B. This questionnaire is applicable for all government/ semi-government/ autonomous institutions/ non-governmental organizations/ individuals. After filling up the questionnaire it is requested to send it to Member-Secretary, Public Administration Reforms Commission under the given address through September 30, 1998. It is optional to answer all the questions. The questions which are applicable for you/ your organization or which you are willing to answer, may be answered. If necessary, additional information may be included in our E-mail address which is given at the end of this web page.)**

- (i) What are the ways/methods necessary for improving the (a) transparency, (b) accountability, (c) dynamism, (d) efficiency, and (e) effectiveness in the Ministries/Divisions, Departments/Directorates, other government offices and also semi-government, autonomous and semi-autonomous organizations/institutions. Please specify.
- (ii) What should be the role of the government offices to develop private sector, attract local and foreign investment and provide overall assistance to the industrial and commercial establishments/institutions? What institutional and procedural changes, you consider necessary, in the administration in this connection? Please write in detail.
- (iii) Where are the areas of wastage in the public sector, you think? Please mention the causes of wastage. What are the ways to curb wastage? What are the deficiencies, you think, that exist in the accounting and audit system of the government in this connection?
- (iv) Which government activities can be identified for decentralization and devolution and what should be the nature of such decentralization of activities?
- (v) How the participation of the people in the administration can be ensured? Please specify?
- (vi) Please comment on the extent of corruption prevailing in administration? What are the (a) institutional, (b) legal and (c) procedural measures necessary to curb such corruption? Please give your suggestion.
- (vii) Do you think the number of employees and organizations in the government are too many? If so, please suggest the modalities of right sizing them?
- (viii) What measures, you think, can be taken to supervise and monitor the activities of the public administration? Please write in detail.
- (ix) How persons serving in the administration, you think, can be made more people oriented? How the different services rendered in the public sector can be improved?
- (x) Do you think that at the field level, secretariat and similar other government/semi-government offices, autonomous/semi-autonomous organizations, the present tiers for decision making are too many? If so, then how many and what are the appropriate tiers you suggest. Please give reasons for the same.

- (xi) Do you think that discrimination exists among various service cadres? If so, then how do you propose to eliminate it?
- (xii) What are the structural and procedural changes that you consider necessary to attract persons with high level of merit in government service?
- (xiii) What are the measures, you think, can be undertaken to ensure the participation of women in sufficient numbers in government service?
- (xiv) How the parliamentary vigilance can be strengthened to establish accountability, transparency, efficiency and dynamism in the public administration?
- (xv) Do you have any other suggestions on administrative reforms in addition to those mentioned above? If so, please suggest.
- (xvi) What type of administration do you envisage for the twenty first century in the context of present technological advancement, information revolution, development of private sector and market economy? Please specify.
- (xvii) Are you interested to give your suggestions on the above subjects personally or on behalf of the organization you belong to by appearing before the Commission?

Signature of the Head of the institution<sup>1</sup>  
individual:

Name:

Designation:

Address:

Date:

## List of Seminars, Workshops, Round-Table Meetings and Exchange of Views

**A. List of Seminars, Workshops and Round-Table Meetings**

| <b>Sl. No</b> | <b>Subject, Date, Time and Venue</b>                                                                                                                                                       | <b>Organizer</b>                                                                      |
|---------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| 1.            | Subject: Transparency, Efficiency, Accountability & Dynamism in Public Administration<br>Type : Round-Table Meeting<br>Dated : 24/09/98<br>Time : 3.30 p.m.<br>Venue : BUP Conference Room | Dr. Q. K. Ahmed<br>Bangladesh Unnayn Parisad (BUP)                                    |
| 2.            | Subject: Strengthening the Parliamentary Oversight on Public Administration<br>Dated : 01/10/98, Time : 5 p.m.<br>Venue: CIRDAP Auditorium                                                 | Dr. Harun-or Rashid<br>University of Dhaka                                            |
| 3.            | Subject: Opinion on Public Administration at Upazila, District and National Level<br>Type : Seminar<br>Total Number of Seminars =17<br>Time : Sep-Dec' 98                                  | Association of Development Agencies in Bangladesh (ADAB)                              |
| 4.            | Subject : Reform on Public Administration.<br>Type : Workshop<br>Time : 1st week in October'98<br>Venue : BPATC Auditorium                                                                 | PARC and Bangladesh Public Administration Training Center (BPATC)                     |
| 5.            | Subject : Decentralization of Administration<br>Type : Seminar<br>Dated : 27/04/99<br>Venue : Academy for Planning and Development, Dhaka                                                  | PARC and Centre for Advanced Research in Social Sciences (CARSS), University of Dhaka |
| 6.            | Subject : Exchange of Views<br>Dated : 28/05/99<br>Time : 10.30 a.m.<br>Venue : Conference Room, Deputy Commissioner, Chittagong                                                           | Divisional Commissioner, Chittagong.                                                  |
| 7.            | Subject : Workshop/Exchange of Views<br>Dated : 28/05/99<br>Time : 3.30 -5.30 p.m.<br>Venue : Karitas Conference Room, Chittagong.                                                         | Department of Public Administration, University of Chittagong                         |
| 8.            | Subject : Anti -Corruption, Administration & Social view (National Workshop)<br>Dated : 10/06/99<br>Time : 9.30a.m -1.30 p.m.<br>Venue : Conference Room of Notrams, Bagora                | Transparency International & PARC                                                     |
| 9.            | Subject : Exchange of Views<br>Dated : 11/06/99<br>Time : 3.30 p.m<br>Venue : Conference Room, District Commissioner, Bagora                                                               | District Commissioner, Bagora                                                         |
| 10.           | Promotion of Private Investment in Bangladesh-Implications for Public Administration Reforms<br>Type : Workshop<br>Dated : 03/06/99<br>Time & Venue : (Workshop & Round-table)             | Institute of Policy Studies                                                           |

## B. List of Exchange of Views

| No. | Exchange Views                                 | Date and Time          | No. of Participants and Name of Team Leader                                                    |
|-----|------------------------------------------------|------------------------|------------------------------------------------------------------------------------------------|
| 1.  | Bangladesh Engineers Institute, Dhaka          | 24/05/1999<br>02:30 PM | 03 Persons<br>Prof. Eng. M A Hannan, President                                                 |
| 2.  | Bangladesh Non- Cadre Officers Association     | 24/05/1999<br>03:30 PM | 04 Persons<br>Mohammad Abul Bashir Bhuian<br>Additional Secretary & President                  |
| 3.  | Muktijuddha BCS Officers Welfare Association   | 07/06/1999<br>02:30 PM | 04 Persons<br>Khan Md. Balayet Hossain<br>Member (Admin & Land) RAJUK, Dhaka                   |
| 4.  | PKSF                                           | 07/06/1999<br>02:30 PM | 03 Persons<br>Dr. Saleh Uddin Ahmed, Director General                                          |
| 5.  | Power Development Board                        | 07/06/1999<br>02:30 PM | 03 Persons<br>Kamrul Islam Siddiki                                                             |
| 6.  | BALID                                          | 21/06/1999<br>03:00 PM | 05 Persons<br>Dr. Md. Abdus Sattar, Chairman, BALID                                            |
| 7.  | Chief Engineer, LGED                           | 21/06/1999<br>02:30 PM | 03 Persons<br>Md. M. H. Chowdhury, Chief Engineer, LGED                                        |
| 8.  | BCS (Economic) Association                     | 05/07/1999<br>02:30 PM | 08 Persons<br>Dr. M A Mabud, President                                                         |
| 9.  | BCS (Ansar) Association                        | 07/07/1999<br>02:30 PM | 05 Persons<br>A B M Ruhul Azad, District Adjutant, Comilla                                     |
| 10. | PROKRACHI-BCS Co-ordination Council            | 21/07/1999<br>02:30 PM | 17 Persons<br>Chowdhury Khaliqzaman, Secretary General                                         |
| 11. | Mohila Association                             | 26/07/1999<br>02:30 PM | 06 Persons<br>Farah Kabir, British Council                                                     |
| 12. | National University Teachers Association       | 27/07/1999<br>02:30 PM | 02 Persons<br>Aminul Islam, Vice-Chancellor                                                    |
| 13. | M/O of Home Affairs                            | 04/08/1999<br>04:00 PM | 01 Person<br>Shafiur Rahman, Secretary, Home Ministry                                          |
| 14. | Bangladesh Bank                                | 18/08/1999<br>02:30 PM | 04 Persons<br>Mohammad Farash Uddin, Governor                                                  |
| 15. | Bangladesh Rice Research Council (BRRC)        | 01/09/1999<br>02:30 PM | 05 Persons<br>Dr. M A Hamid Mia, Director General                                              |
| 16. | Bangladesh Administrative Service Association  | 01/09/1999<br>02:30 PM | 09 Persons<br>Badiur Rahman Secretary, Local Government                                        |
| 17. | PLAGE                                          | 03/11/1999<br>02:30 PM | 03 Persons<br>Farzana Naim                                                                     |
| 18. | Ministry of Women & Children Affairs           | 10/11/1999<br>02:30 PM | 04 Persons<br>Professor Dr. Tahmina Hossain<br>Secretary, Ministry of Women & Children Affairs |
| 19. | Ministry of Science & Technology               | 11/11/1999<br>02:30 PM | 06 Persons<br>Md. Fazlur Rahman<br>Secretary, Ministry of Science & Technology                 |
| 20. | B C S (Information Engineer) Cadre Association | 01/12/1999<br>02:30 PM | 05 Persons<br>A M M Abul Kashem, General Secretary                                             |
| 21. | PLAGE                                          | 09/12/1999<br>02:30 PM | 03 Persons<br>Farzana Naim                                                                     |
| 22. | PLAGE                                          | 12/12/1999             | BIAM Auditorium                                                                                |
| 23. | M/o. Women & Children Affairs & PARC           | 23/12/1999<br>02:30 PM | CIRDAP Auditorium                                                                              |
| 24. | Political Parties                              | 28/12/1999<br>02:30 PM | PARC Conference Room                                                                           |
| 25. | IDEB (Diploma) Engineers                       | 29/12/1999<br>02:30 PM | IDEB Bhaban                                                                                    |
| 26. | BCS (Foreign Affairs) Association              | 16/01/2000<br>02:30 PM | 05 Persons<br>C M Shafi Sami, Secretary, M/o. Foreign Affairs                                  |
| 27. | BCS (Police) Service Association               | 17/01/2000<br>02:30 PM | 13 Persons<br>A Y B Siddique, IGP                                                              |

## Profiles of 231 Organisations

| S1#                                                     | Name of Organisations                                       | Page number |
|---------------------------------------------------------|-------------------------------------------------------------|-------------|
| <b>President's Secretariat</b>                          |                                                             |             |
| 1)                                                      | Public and Personnel Division                               | ২২          |
| <b>Prime Minister's Office</b>                          |                                                             |             |
| 2)                                                      | Prime Minister's Office                                     |             |
| 3)                                                      | NGO Affairs Bureau                                          | ২৪          |
| 4)                                                      | Board of Investment                                         | ২৫          |
| 5)                                                      | Special Security Force                                      | ২৬          |
| 6)                                                      | Bureau of Anti-Corruption                                   | ২৭          |
| 7)                                                      | Military Command and Staff College                          | ২৮          |
| 8)                                                      | Office of the Director General, Defence Procurement         | ২৯          |
| 9)                                                      | Directorate of Operation and Planning                       | ৩০          |
| 10)                                                     | Bangladesh Armed Services Board                             | ৩১          |
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| 11)                                                     | Cabinet Division                                            | ৩২          |
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| <b>Election Commission Secretariat</b>                  |                                                             |             |
| 13)                                                     | A) Election Commission Secretariat (Central Office)         | ৪৪          |
|                                                         | B) Election Commission Secretariat (Field Office)           | ৩৫          |
| <b>Parliament Secretariat (Shown with M/O Law)</b>      |                                                             |             |
| <b>Bangladesh Public Service Commission Secretariat</b> |                                                             |             |
| 14)                                                     | Bangladesh Public Service Commission Secretariat (BPSC)     | ৩৬          |
| <b>1) Ministry of Establishment</b>                     |                                                             |             |
| 15)                                                     | Ministry of Establishment                                   | ৪৭          |
| 16)                                                     | Organisation & Management Commission                        | ৩৮          |
| 17)                                                     | BCS (Admn.) Academy                                         | ৩৯          |
| 18)                                                     | Office of the Zilla Gazetteers                              | ৪০          |
| 19)                                                     | Directorate of Government Transportation                    | ৪১          |
| 20)                                                     | Department of Printing, Stationary and Forms                | ৪২          |
| 21)                                                     | Government Employees Welfare Directorate                    | ৪৪          |
| 22)                                                     | Office of the Divisional Commissioner                       | ৪৪          |
| 23)                                                     | A) Office of the Deputy Commissioner (7 Special Districts)  | ৪৫          |
|                                                         | B) Office of the Deputy Commissioner (15 Districts)         | ৪৬          |
|                                                         | C) Office of the Deputy Commissioner (28 Districts)         | ৪৭          |
|                                                         | D) Office of the Deputy Commissioner (14 Special Districts) | ৪৮          |

| <b>2) Ministry of Finance</b> |                                                              |    |
|-------------------------------|--------------------------------------------------------------|----|
| 24)                           | Ministry of Finance (Finance Div)                            | ৪৯ |
| 25)                           | Internal Resources                                           | ৫০ |
| 26)                           | National Board of Revenue                                    | ৫১ |
| 27)                           | Collector of Customs (Customs House) Dhaka                   | ৫২ |
| 28)                           | Collector of Customs, Excise and VAT, Dhaka (North)          | ৫৩ |
| 29)                           | Collector of Customs, Excise and VAT, Dhaka (South)          | ৫৪ |
| 30)                           | Collectorate of Customs (Customs House), Chittagong          | ৫৫ |
| 31)                           | Collectorate of Customs, Excise and VAT, Chittagong          | ৫৬ |
| 32)                           | Collectorate of Customs, Excise and VAT (Appeal), Chittagong | ৫৭ |
| 33)                           | Office of the Controller of Customs Valuation, Chittagong    | ৫৮ |
| 34)                           | Revenue Management Academy, Chittagong                       | ৫৯ |
| 35)                           | Collectorate of Customs, Excise and VAT, Khulna              | ৬০ |
| 36)                           | Collectorate of Customs, Excise and VAT, Bogra               | ৬১ |
| 37)                           | Collector of Customs, Excise and VAT, Jessore                | ৬২ |
| 38)                           | Office of the Tax Commissioner (Survey)                      | ৬৩ |
| 39)                           | Tax Appeal Tribunal                                          | ৬৪ |
| 40)                           | Turnover Tax Assessment Commission                           | ৬৫ |
| 41)                           | Tax Settlement Commission                                    | ৬৬ |
| 42)                           | 1) Tax Commissioner's Office, Tax Zone-1, Dhaka              | ৬৭ |
|                               | 2) Tax Commissioner's Office, Tax Zone-2, Dhaka              | ৬৮ |
|                               | 3) Tax Commissioner's Office, Tax Zone-3, Dhaka              | ৬৯ |
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|                               | 5) Tax Commissioner's Office, Tax Zone-5, Dhaka              | ৭১ |
|                               | 6) Tax Commissioner's Office, Tax Zone-6, Dhaka              | ৭২ |
| 43)                           | Commissioner of Taxes (Appeal), Tax Appeal Zone, Dhaka-1     | ৭৩ |
| 44)                           | Commissioner of Taxes (Appeal), Tax Appeal Zone, Dhaka-2     | ৭৪ |
| 45)                           | Commissioner of Taxes (Appeal), Tax Appeal Zone, Dhaka-3     | ৭৫ |
| 46)                           | Office of the Taxes Commissioner (Tax Zone-1, Chittagong)    | ৭৬ |
| 47)                           | Office of the Taxes Commissioner (Tax Zone-2, Chittagong)    | ৭৭ |
| 48)                           | Office of the Taxes Commissioner (Tax Zone-3, Chittagong)    | ৭৮ |
| 49)                           | Commissioner of Taxes (Appeal), Tax Appeal Zone, Chittagong  | ৭৯ |
| 50)                           | Tax Commissioner's Office, Tax Zone, Rajshahi                | ৮০ |
| 51)                           | Office of the Taxes Commissioner (Tax Zone-Khulna)           | ৮১ |
| 52)                           | Commissioner of Taxes (Appeal), Tax Appeal Zone, Khulna      | ৮২ |
| 53)                           | Directorate of Inspection Audit (Customs, Excise and VAT)    | ৮৩ |
| 54)                           | Customs, Excise And VAT Appeal Tribunal                      | ৮৪ |
| 55)                           | Directorate of Customs Intelligence and Investigation        | ৮৫ |
| 56)                           | Directorate of Tax Exemption & Rebate                        | ৮৬ |
| 57)                           | Directorate of Complaints (Investigation)                    | ৮৭ |
| 58)                           | Directorate of National Savings                              | ৮৮ |
| 59)                           | Department of Tax Intelligence and Internal Audit            | ৮৯ |
| 60)                           | Office of the Comptroller and Auditor General                | ৯০ |
| 61)                           | Department of Civil Accounts Audit                           | ৯১ |
| 62)                           | Office of the Director, Commercial Audit                     | ৯২ |
| 63)                           | Directorate of Local and Revenue Audit                       | ৯৩ |

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| 64)                                                            | Office of the Mission Audit                                                                                                                                | ၁၈  |
| 65)                                                            | Office of the Director, Railway Audit                                                                                                                      | ၁၉  |
| 66)                                                            | Office of the Accountant General (Works)                                                                                                                   | ၁၆  |
| 67)                                                            | Directorate of Audit, Defence Services                                                                                                                     | ၁၇  |
| 68)                                                            | Directorate of Audit, Foreign Aided Projects                                                                                                               | ၁၈  |
| 69)                                                            | Office of the Director General , Post, Telegraph & Telephone Accounts                                                                                      | ၁၉  |
| 70)                                                            | Audit and Accounts Training Academy                                                                                                                        | ၂၀၀ |
| 71)                                                            | (a) Office of the Chief Controller of Accounts                                                                                                             | ၁၀၁ |
|                                                                | (b) Division and District based 14 Regional Accounts Offices                                                                                               | ၁၀၂ |
|                                                                | (c) Office of the Joint Chief Controller of Accounts (M/O Establishment, Defence, Cabinet Division, PSC )                                                  | ၁၀၃ |
|                                                                | (d) Office of the Joint Chief Controller of Accounts (M/O Health )                                                                                         | ၁၀၄ |
|                                                                | (e) Office of the Joint Chief Controller of Accounts (PMO, Parliament and President's Secretariat)                                                         | ၁၀၅ |
|                                                                | (f) Office of the Joint Chief Controller of Accounts (M/O Home Affairs)                                                                                    | ၁၀၆ |
|                                                                | (g) Office of the Deputy Chief Controller of Accounts (M/O Agriculture and Food)                                                                           | ၁၀၇ |
|                                                                | (h) Office of the Additional Chief Controller of Accounts (M/O Communications)                                                                             | ၁၀၈ |
|                                                                | (i) Office of the Deputy Chief Controller of Accounts (M/O Energy & Mineral Resources and Fisheries & Livestock)                                           | ၁၀၉ |
|                                                                | (j) Office of the Deputy Chief Controller of Accounts (M/O Information)                                                                                    | ၁၁၀ |
|                                                                | (k) Office of the Deputy Chief Controller of Accounts (M/O LGRD & Co-operatives)                                                                           | ၁၁၁ |
|                                                                | (l) Office of the Deputy Chief Controller of Accounts (M/O Industries and Commerce)                                                                        | ၁၁၂ |
|                                                                | (m) Office of the Joint Chief Controller of Accounts (M/O Foreign Affairs)                                                                                 | ၁၁၃ |
|                                                                | (n) Office of the Joint Chief Controller of Accounts (M/O Education & Science, Primary and Mass Education Division, Ministry of Youth, Sports and Culture) | ၁၁၄ |
|                                                                | (o) Office of the Joint Chief Controller of Accounts (M/O Communications)                                                                                  | ၁၁၅ |
|                                                                | (p) Office of the Joint Chief Controller of Accounts (M/O Works)                                                                                           | ၁၁၆ |
|                                                                | (q) Office of the Deputy Chief Controller of Accounts (M/O Law, Supreme Court Secretariat and Election Commission Secretariat)                             | ၁၁၇ |
|                                                                | (r) Office of the Joint Chief Controller of Accounts (M/O Land, Forest, Environment and Water Resources)                                                   | ၁၁၈ |
|                                                                | (s) Office of the Deputy Chief Controller of Accounts (M/O Labour & Manpower and Religious Affairs)                                                        | ၁၁၉ |
|                                                                | (t) Office of the Deputy Chief Controller of Accounts (M/O Woman, Family and Social Welfare)                                                               | ၁၂၀ |
| 72)                                                            | Economic Relations Division                                                                                                                                | ၁၂၁ |
| <b>3) Ministry of Law, Justice &amp; Parliamentary Affairs</b> |                                                                                                                                                            |     |
| 73)                                                            | Ministry of Law                                                                                                                                            | ၁၂၂ |

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| 74)                                                                               | Office of the official Receiver & official Trustee          | ১২৩ |
| 75)                                                                               | Administrative Tribunal                                     | ১২৪ |
| 76)                                                                               | Directorate of Law Translation                              | ১২৫ |
| 77)                                                                               | Office of the Attorney General of Bangladesh                | ১২৬ |
| 78)                                                                               | Registration Directorate                                    | ১২৭ |
| 79)                                                                               | Supreme Court Secretariat                                   | ১২৮ |
| 80)                                                                               | Administrative Appellate Tribunal                           | ১২৯ |
| 81)                                                                               | Office of the Registrar                                     | ১৩০ |
| 82)                                                                               | Judgeship                                                   | ১৩১ |
| 83)                                                                               | Office of the Ombudsman                                     |     |
| <b>4) Ministry of Agriculture</b>                                                 |                                                             |     |
| 84)                                                                               | Agriculture Division                                        | ১৩২ |
| 85)                                                                               | Agricultural Information Service                            | ১৩৩ |
| 86)                                                                               | Cotton Development Board                                    | ১৩৪ |
| 87)                                                                               | Soil Resource Development Institute                         | ১৩৫ |
| 88)                                                                               | Seed Certification Agency                                   | ১৩৬ |
| 89)                                                                               | Directorate of Agricultural Marketing                       | ১৩৭ |
| 90)                                                                               | Department of Agricultural Extension                        | ১৩৮ |
| <b>5) Ministry of Food (Shown with M/O Agriculture)</b>                           |                                                             |     |
| 91)                                                                               | Department of Food                                          | ১৩৯ |
| <b>6) Ministry of Post and Telecommunications</b>                                 |                                                             |     |
| 92)                                                                               | A) Postal Department                                        | ১৪০ |
|                                                                                   | B) Office of the DG, P.L.I, Postal Academy and Postal Press | ১৪১ |
|                                                                                   | C) Office of the Post Master General (PMG), Dhaka           | ১৪২ |
|                                                                                   | D) Office of the Post Master General (PMG), Chittagong      | ১৪৩ |
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| 93)                                                                               | Bangladesh T & T Board                                      | ১৪৬ |
| <b>7) Ministry of Information</b>                                                 |                                                             |     |
| 94)                                                                               | Ministry of Information                                     | ১৪৭ |
| 95)                                                                               | Bangladesh Film Censor Board                                | ১৪৮ |
| 96)                                                                               | National Mass Communication Institute                       | ১৪৯ |
| 97)                                                                               | Department of Information and Mass Communication            | ১৫০ |
| 98)                                                                               | Department of Films and Publications                        | ১৫১ |
| 99)                                                                               | Bangladesh BETAR                                            | ১৫২ |
| 100)                                                                              | Bangladesh Television                                       | ১৫৩ |
| <b>8) Ministry of Disaster Management and Relief (Shown with M/O Agriculture)</b> |                                                             |     |
| 101)                                                                              | Food, Disaster Management and Relief Division               | ১৫৪ |
| 102)                                                                              | Directorate of Relief and Rehabilitation                    | ১৫৫ |
| 103)                                                                              | Bureau of Disaster Management                               | ১৫৬ |
| <b>9) Ministry of Religious Affairs</b>                                           |                                                             |     |
| 104)                                                                              | Ministry of Religious Affairs                               | ১৫৭ |
| 105)                                                                              | Hajj Office                                                 | ১৫৮ |

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| 106)                                                                          | Hajj Wing, Jeddah, KSA                                    | ১৬০  |
| <b>10) Ministry of Shipping (Shown with M/O Transportation in Sl no. 170)</b> |                                                           |      |
| 107)                                                                          | Department of Shipping                                    | 3153 |
| 108)                                                                          | Directorate of Inland Water Transport                     | ১৬২  |
| 109)                                                                          | Mercantile Marine Department                              | 3150 |
| 110)                                                                          | Seaman's Training Centre                                  | 3158 |
| 111)                                                                          | Directorate of Seaman's and Immigration Welfare           | ১৬৫  |
| 112)                                                                          | Government Shipping Office                                | ১৬৬  |
| 113)                                                                          | Marine Academy                                            | 3159 |
| <b>11) Ministry of Foreign Affairs</b>                                        |                                                           |      |
| 114)                                                                          | A) Ministry of Foreign Affairs                            | ১৬৮  |
|                                                                               | B) Diplomatic Missions Abroad                             | ১৬৯  |
| <b>12) Ministry of Planning (Shown with M/O Finance)</b>                      |                                                           |      |
| 115)                                                                          | National Planning Organisation                            | ১90  |
| 116)                                                                          | Implementation, Monitoring and Evaluation                 | ১৭১  |
| 117)                                                                          | Bangladesh Bureau of Statistics                           | 3 ৭২ |
| <b>13) Ministry of Environment and Forest</b>                                 |                                                           |      |
| 118)                                                                          | Ministry of Land, Forest, Environment and Water Resources | ১৭৩  |
| 119)                                                                          | Department of Environment                                 | 398  |
| 120)                                                                          | Forest Department                                         | 3৭৫  |
| 121)                                                                          | Bangladesh Forest Research Institute                      | ১৭৬  |
| <b>14) Ministry of Defence</b>                                                |                                                           |      |
| 122)                                                                          | Ministry of Defence                                       | ১৭৭  |
| 123)                                                                          | Department of Cipher                                      | ১৭৮  |
| 124)                                                                          | Directorate of Military Lands and Cantonments             | ১৭৯  |
| 125)                                                                          | Survey of Bangladesh                                      | ১৮০  |
| 1                                                                             | Bangladesh National Cadet Core (BNCC)                     | ১৮১  |
| 127)                                                                          | Office of the Chief Administrative Officer                | ১৮২  |
| 128)                                                                          | Defence Finance Department                                | ১৮৩  |
| 129)                                                                          | Bangladesh Meteorological Department                      | ১৮৪  |
| 130)                                                                          | Director General of Military Health Services              | ১৮৫  |
| <b>15) Ministry of Jute (Shown with M/O Industries)</b>                       |                                                           |      |
| 131)                                                                          | Department of Jute                                        | ১৮৬  |
| 132)                                                                          | Jute and Textile Division                                 | ১৮৭  |
| <b>16) Ministry of Textile (Shown with M/O Industries)</b>                    |                                                           |      |
| 133)                                                                          | Department of Textile                                     | ১৮৮  |
| <b>17) Ministry of Housing &amp; Public works</b>                             |                                                           |      |
| 134)                                                                          | Ministry of Public Works                                  | ১৮৯  |
| 135)                                                                          | Department of Architect                                   | ১৯০  |
| 136)                                                                          | Public Works Department (PWD)                             | ১৯১  |
| 137)                                                                          | Office of the Commissioner, Settlement                    | ১৯২  |
| 138)                                                                          | Urban Development Directorate                             | ১৯৩  |
| 139)                                                                          | Directorate of Government Accommodation                   | ১৯৪  |
| 140)                                                                          | Directorate of Internal Audit                             | ১৯৫  |
| <b>18) Ministry of Commerce(Shown with M/O Industries)</b>                    |                                                           |      |
| 141)                                                                          | Department of Supply & Inspection                         | ১৯৬  |
| 142)                                                                          | Registrar of Joint stock Companies & Firms                | ১৯৭  |

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| 143)                                                                                | Chief Controller of Import & Export                                | ১৯৮ |
| 1                                                                                   | Department of Insurance                                            | ১৯৯ |
| 145)                                                                                | Directorate of Coal                                                | ২০০ |
| 146)                                                                                | Department of Agricultural Marketing and Grading                   | ২০১ |
| 19) Ministry of Power, Energy & Mineral Resources                                   |                                                                    |     |
| 147)                                                                                | Ministry of Energy and Mineral Resources                           | ২০২ |
| 148)                                                                                | Directorate of Mineral Development                                 | ২০৩ |
| 149)                                                                                | Department of Explosives                                           | ২০৪ |
| 150)                                                                                | Office of Electrical Adviser And Chief Electrical Inspector        | ২০৫ |
| 151)                                                                                | Department of Geological Survey                                    | ২০৬ |
| 20) Ministry of Chittagong Hill Tracts Affairs (Shown with <b>M/O</b> Home Affairs) |                                                                    |     |
| 21) Ministry of Civil Aviation & Tourism (Shown with <b>M/O</b> Communication)      |                                                                    |     |
| 22) Ministry of Land (Shown with <b>M/O</b> Environment and Forest)                 |                                                                    |     |
| 152)                                                                                | Board of Land Administration                                       | ২০৭ |
| 153)                                                                                | Directorate of Land Records and Survey                             | ২০৮ |
| 154)                                                                                | Land Administration Training Centre                                | ২০৯ |
| 155)                                                                                | Office of the Controller of Accounts (Land)                        | ২১০ |
| 23) Ministry of Women & Children Affairs                                            |                                                                    |     |
| 156)                                                                                | Ministry of Women, Family and Social Welfare                       | ২১১ |
| 157)                                                                                | Department of Women's Affairs                                      | ২১২ |
| 24) Ministry of Fisheries and Livestock                                             |                                                                    |     |
| 158)                                                                                | Ministry of Fisheries and Livestock                                | ২১৩ |
| 159)                                                                                | Office of the Fisheries, Livestock Information                     | ২১৪ |
| 160)                                                                                | Department of Fisheries                                            | ২১৫ |
| 161)                                                                                | Department of Animal Husbandry                                     | ২১৬ |
| 25) Ministry of Youth & Sports                                                      |                                                                    |     |
| 162)                                                                                | Ministry of Youth, Sports and Culture                              | ২১৭ |
| 163)                                                                                | Directorate of Sports                                              | ২১৮ |
| 164)                                                                                | Department of Youth Development                                    | ২১৯ |
| 26) Ministry of Communication                                                       |                                                                    |     |
| 165)                                                                                | Ministry of Communications                                         | ২২০ |
| 166)                                                                                | Roads and Highways Department                                      | ২২১ |
| 167)                                                                                | Bangladesh Road Transport Authority (BRTA)                         | ২২২ |
| 168)                                                                                | Railway Division                                                   | ২২৩ |
| 169)                                                                                | Office of the Public Railway Inspector                             | ২২৪ |
| 170)                                                                                | Ministry of Transportation                                         | ২২৫ |
| 171)                                                                                | Directorate of Hotel Registration                                  | ২২৬ |
| 27) Ministry of Industries (Shown in <b>Sl.</b> no 172)                             |                                                                    |     |
| 172)                                                                                | Industries and Commerce Division                                   | ২২৭ |
| 173)                                                                                | 1) Department of Patent, Design, Trade Mark<br>2) Copyright Office | ২২৮ |
| 174)                                                                                | Office of the Chief Inspector of Boilers                           | ২২৯ |
| 175)                                                                                | National Productivity Organisation                                 | ২৩০ |
| 28) Ministry of Education                                                           |                                                                    |     |
| 176)                                                                                | Ministry of Education and Science                                  | ২৩১ |
| 177)                                                                                | National Education Board                                           | ২৩২ |
| 178)                                                                                | Directorate of Madrasa Education                                   | ২৩৩ |

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| 179)                                                                                    | Directorate of Secondary Education                                  | ২৩৪ |
| 180)                                                                                    | Directorate of Higher Secondary Education                           | ২৩৫ |
| 181)                                                                                    | Bangladesh Bureau of Education Information and Statistics (BANBEIS) | ২৩৬ |
| 182)                                                                                    | Bangladesh Institute of Distant Education                           | ২৩৭ |
| 183)                                                                                    | National Academy for Educational Management                         | ২৩৮ |
| 184)                                                                                    | Directorate of Inspection and Audit                                 | ২৩৯ |
| 185)                                                                                    | Primary and Mass Education Division                                 | ২৪০ |
| 1                                                                                       | Department of Primary Education                                     | ২৪১ |
| 187)                                                                                    | Facilities Department                                               | ২৪২ |
| <b>29) Ministry of Science &amp; Technology (Shown with M/O Education)</b>              |                                                                     |     |
| 188)                                                                                    | Department of Technical Education                                   | ২৪৩ |
| <b>30) Ministry of Labour and Manpower</b>                                              |                                                                     |     |
| 189)                                                                                    | Ministry of Labour and Manpower                                     | ২৪৪ |
| 190)                                                                                    | Department of Labour                                                | ২৪৫ |
| 191)                                                                                    | Labour Appellate Tribunal and Labour Court                          | ২৪৬ |
| 192)                                                                                    | Minimum Wages Board                                                 | ২৪৭ |
| 193)                                                                                    | Department of Inspection for Factories and Establishment            | ২৪৮ |
| 1                                                                                       | Bureau of Manpower, Employment and Training                         | ২৪৯ |
| <b>31) Ministry of Social Welfare(Shown with M/O Women &amp; Children Affairs )</b>     |                                                                     |     |
| 195)                                                                                    | A) Department of Social Welfare (Head Office Set-up)                | ২৫০ |
|                                                                                         | B) Department of Social Welfare (Field Set-up)                      | ২৫১ |
| <b>32) Ministry of Water Resources (Shown with M/O Environment and Forest )</b>         |                                                                     |     |
| <b>33) Ministry of Cultural Affairs (Shown with M/O Ministry of Youth &amp; Sports)</b> |                                                                     |     |
| 196)                                                                                    | Department of Archaeology                                           | ২৫২ |
| 197)                                                                                    | Department of Public library                                        | ২৫৩ |
| 198)                                                                                    | Directorate of Archives and libraries                               | ২৫৪ |
| <b>34) Ministry of Home Affairs</b>                                                     |                                                                     |     |
| 199)                                                                                    | Ministry of Home Affairs                                            | ২৫৫ |
| 200)                                                                                    | <b>Department of Fire Service and Civil Defence</b>                 | ২৫৬ |
| 201)                                                                                    | Prisons Directorate                                                 | ২৫৭ |
| 202)                                                                                    | Office of the Chief Metropolitan Magistrate, Dhaka                  | ২৫৮ |
| 203)                                                                                    | Office of the Chief Metropolitan Magistrate, Chittagong             | ২৫৯ |
| 204)                                                                                    | Office of the Chief Metropolitan Magistrate, Khulna                 | ২৬০ |
| 205)                                                                                    | Department of Immigration and Passports                             | ২৬১ |
| 206)                                                                                    | Department of Coastguards                                           | ২৬২ |
| 207)                                                                                    | Department of Drug Control                                          | ২৬৩ |
| 208)                                                                                    | Department of Ansar and V.D.P.                                      | ২৬৪ |
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| 209)                                                                                    | Bangladesh Rifels                                                   | ২৬৫ |
| <b>35) Ministry of Health and Family Welfare</b>                                        |                                                                     |     |
| 210)                                                                                    | Ministry of Health and Family Welfare                               | ২৬৬ |
| 211)                                                                                    | National Institute of Ophthalmology                                 | ২৬৭ |
| 212)                                                                                    | National Cancer Institute and Research Hospital                     | ২৬৮ |
| 213)                                                                                    | National Institute of Population Research and Training (NIPORT)     | ২৬৯ |
| 214)                                                                                    | National Institute for Preventive and Social Medicine (NIPSOM)      | ২৭০ |

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| 215)                                                                           | Directorate of Drug Administration                                                                            | ২৭১ |
| 216)                                                                           | Directorate of Nursing Services                                                                               | ২৭২ |
| 217)                                                                           | Institute of Diseases of the Chest and Hospital                                                               | ২৭৩ |
| 218)                                                                           | Institute of Public Health                                                                                    | ২৭৪ |
| 219)                                                                           | Institute of Public Health Nutrition, Dietetics and Food Science                                              | ২৭৫ |
| 220)                                                                           | National Institute of Cardiovascular Diseases                                                                 | ২৭৬ |
| 221)                                                                           | Department of Family Planning                                                                                 | ২৭৭ |
| 222)                                                                           | Rehabilitation Institute and Hospital for the Disabled (RIHD)                                                 | ২৭৮ |
| 223)                                                                           | Department of Health Services                                                                                 | ২৭৯ |
| 224)                                                                           | IPGM&R/BSMMU                                                                                                  | ২৮০ |
| 225)                                                                           | Dhaka Dental College and Hospital                                                                             | ২৮১ |
| 226)                                                                           | A. Department of Medical Education                                                                            | ২৮২ |
|                                                                                | B. Dhaka Medical College                                                                                      | ২৮৩ |
|                                                                                | C. Dhaka Medical College Hospital                                                                             | ২৮৪ |
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|                                                                                | E. Seven Medical College Hospitals (Salimullah, Chittagong, Sylhet, Mymensingh, Rajshahi, Rangpur & Barishal) | ২৮৬ |
| <b>36) Ministry of Local Government, Rural Development &amp; Co-operatives</b> |                                                                                                               |     |
| 227)                                                                           | Ministry of LGRD and Co-operatives                                                                            | ২৮৭ |
| 228)                                                                           | Local Govern Engineering Department                                                                           | ২৮৮ |
| 229)                                                                           | Dhaka Mosquito Control                                                                                        | ২৮৯ |
| 230)                                                                           | Department of Public Health Engineering                                                                       | ২৯০ |
| 231)                                                                           | Department of Co-operatives                                                                                   | ২৯১ |

| Date of Establishment                                                         | ARC Proposal on Reorganisation | Class                                         | Manpower       |           |     |                                |                  | PARC's Comment                                                                                                                                             | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-------------------------------------------------------------------------------|--------------------------------|-----------------------------------------------|----------------|-----------|-----|--------------------------------|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                                                                               |                                |                                               | Enam Committee | Existing  | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                            |       |                                                    |
| Not mentioned (Allocation of Business, 1991 shown the two Divisions together) |                                | I                                             | 27             | Not shown | 25  | -2                             |                  | <ul style="list-style-type: none"><li>Should be considered for implementation. The merger gave some genuine scope to optimize the manpower size.</li></ul> | I     | -2                                                 |
|                                                                               |                                | II                                            | 4              |           | 4   |                                |                  |                                                                                                                                                            | II    |                                                    |
|                                                                               |                                | III                                           | 96             |           | 77  | -19                            |                  |                                                                                                                                                            | III   | -19                                                |
|                                                                               |                                | IV                                            | 159            |           | 149 | -10                            |                  |                                                                                                                                                            | IV    | -10                                                |
|                                                                               |                                | Total                                         | 286            |           | 255 | -31                            |                  |                                                                                                                                                            | Total | -31                                                |
|                                                                               |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |           |     |                                |                  |                                                                                                                                                            |       |                                                    |

<sup>1</sup> Manpower of two Divisions shown together

Ministry : Prime Minister's Office

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |       |                                                    |
| 1991                  |                                | I                                             | 60             | 49       | 54  | +5                             | -1               | <ul style="list-style-type: none"><li>Although ARC recommended for an expansion of manpower from the existing size, actually it is still less than the sanctioned size. The Committee felt the importance of filling in key class I (e.g. Military Secretary, Liaison Officer, Assistant Director and Research officer) and some consequential positions in other classes. The recommendation is justified in the context of the current workload of PM's Office.</li><li>However, one class I position of Photographer can be abolished as there is already another position of Chief Photographer. In this age of modern technology and electronic media, the importance of still photography is less.</li><li>It can however be suggested that PM's Office may find it useful to employ an IT Expert to work in the website world of communication and information dissemination.</li></ul> | I     | +5<br>-1 (PARC)<br>[Photographer-1]                |
|                       |                                | II                                            | 5              | 3        | 8   | +5                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | II    | +5                                                 |
|                       |                                | III                                           | 205            | 151      | 179 | +28                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | III   | +28                                                |
|                       |                                | IV                                            | 148            | 84       | 145 | +61                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | IV    | +61                                                |
|                       |                                | Total                                         | 418            | 287      | 386 | +99                            | -1               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Total | +98                                                |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |       |                                                    |
|                       |                                |                                               |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide Prime Minister's Office Letter no.61.39.16.0.0.26.99-138 Dated: 14/02/2000

| Prime Minister's Office                             | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
| May be adjusted in the light of PARC recommendation | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
|                                                     | 1                | 42      | 112     | 53      | 1              | 42      | 112     | 53      |

| Date of Establishment | ARC Proposal on Reorganization                                                                                                               | Class                                                                      | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|----------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------|----------|-----|--------------------------------|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                                                                                                                              |                                                                            | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |       |                                                    |
| Not mentioned         | • ARC recommended for the merger of two Branches (i.e. Registration and Renewal) in to one (i.e. Policy, Registration, Inspection and Audit) | I                                                                          | 15             | 12       | 11  | -1                             |                  | • The class II position of Administrative Officer can still be abolished, given the fact that this Bureau is basically giving clearance to those NGOs only which are seeking foreign funds. It is some sort of a regulatory body without any service-providing agenda.<br><br>• ARC proposal on the merger of two Branches is justified. Currently, two Assistant Directors are heading two different Branches (i.e. Registration and Renewal). But there is no need to keep two Branches because the number of registration and renewal of NGOs in 1992-93 was only 93 and 39 respectively. | I     | -1                                                 |
|                       |                                                                                                                                              | II                                                                         | 3              | 2        | 3   | +1                             | -1               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | II    | +1                                                 |
|                       |                                                                                                                                              | III                                                                        | 32             | 31       | 29  | -2                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | III   | -2                                                 |
|                       |                                                                                                                                              | IV                                                                         | 16             | 16       | 17  | +1                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | IV    | +1                                                 |
|                       |                                                                                                                                              | Total                                                                      | 66             | 61       | 60  | -1                             | -1               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Total | -2                                                 |
|                       |                                                                                                                                              | IMPLICATION FOR CHANGE: Abolition of one Branch with reduction of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |       |                                                    |
|                       |                                                                                                                                              |                                                                            |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide NGO Affairs Bureau Letter no. A.Bi.Bu/Admn/Sa.Jo/02/97/307 Dated: 15/02/2000

| NGO Affairs Bureau                                  | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
| May be adjusted in the light of PARC recommendation | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
|                                                     | 15               | 03      | 32      | 16      | 13             | 02      | 30      | 16      |

| Date of Establishment | ARC Proposal on Reorganization | Class                                         | Manpower                    |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                  | Class | Cumulative Impact of ARC and PARC on Existing Size                                                                                                                       |  |
|-----------------------|--------------------------------|-----------------------------------------------|-----------------------------|----------|-----|--------------------------------|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
|                       |                                |                                               | Enam committee <sup>g</sup> | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                 |       |                                                                                                                                                                          |  |
| 1989                  |                                | I                                             |                             | 51       | 82  | +31                            | -8               | • In view of the challenges facing BOI, much class I level activities can be contracted out to expert hands of the private sector. The functions of at least 8 positions should be contracted out without delay | I     | +31<br>-8 (PARC)<br><br>[Advisors-3<br>Experts (Europe, Asia, North America)-3<br>{Under the Investment Development Wing}<br><br>Systems Analyst-1<br>Research Officer-1 |  |
|                       |                                | II                                            |                             |          |     |                                |                  |                                                                                                                                                                                                                 | II    |                                                                                                                                                                          |  |
|                       |                                | III                                           |                             | 263      | 135 | -128                           |                  |                                                                                                                                                                                                                 | III   | -128                                                                                                                                                                     |  |
|                       |                                | IV                                            |                             | 87       | 91  | +4                             |                  |                                                                                                                                                                                                                 | IV    | +4                                                                                                                                                                       |  |
|                       |                                | Total                                         |                             | 401      | 308 | -93                            | -8               |                                                                                                                                                                                                                 | Total | -101                                                                                                                                                                     |  |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                             |          |     |                                |                  |                                                                                                                                                                                                                 |       |                                                                                                                                                                          |  |
|                       |                                |                                               |                             |          |     |                                |                  |                                                                                                                                                                                                                 |       |                                                                                                                                                                          |  |

PARC's additional comment on up-to date Manpower position stated vide Board of Investment Letter no. E-1/Misc.-06/92(Part-2)/90 Dated: 14/02/2000

| Board of Investment                                 | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
| May be adjusted in the light of PARC recommendation | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
|                                                     | 117              | 0       | 335     | 130     | 51             | 0       | 200     | 66      |

<sup>g</sup> Enam Committee report was prepared before the establishment of this office

ARC Volume # 4

Serial # 5

Organisation: Special Security Force

Ministry: Prime Minister's Office

| Date of Establishment | ARC Proposal on Reorganization | Class                                                                                                                                                  | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                   | Class | Cumulative Impact of ARC and PARC on Existing Size |  |
|-----------------------|--------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|----------|-----|--------------------------------|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|--|
|                       |                                |                                                                                                                                                        | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                  |       |                                                    |  |
| 1986                  |                                | I                                                                                                                                                      | Not applicable | 51       | 85  | +34                            |                  | <ul style="list-style-type: none"><li>PARC has put serious thought before proposing an increase in the size of manpower. The argument that manpower size should be increased for . stronger security management should be accepted for implementation.</li></ul> | I     | +34                                                |  |
|                       |                                | II                                                                                                                                                     |                |          |     |                                |                  |                                                                                                                                                                                                                                                                  | II    |                                                    |  |
|                       |                                | III                                                                                                                                                    |                | 35       | 36  | +1                             |                  |                                                                                                                                                                                                                                                                  | III   | +1                                                 |  |
|                       |                                | IV                                                                                                                                                     |                | 33       | 33  |                                |                  |                                                                                                                                                                                                                                                                  | IV    |                                                    |  |
|                       |                                | Total                                                                                                                                                  |                | 119      | 154 | +35                            |                  |                                                                                                                                                                                                                                                                  | Total | +35                                                |  |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of work force has already been implemented (Ref. Special Security Force letter no. Adm./501 dated February 10, 2000. |                |          |     |                                |                  |                                                                                                                                                                                                                                                                  |       |                                                    |  |
|                       |                                |                                                                                                                                                        |                |          |     |                                |                  |                                                                                                                                                                                                                                                                  |       |                                                    |  |

| Date of Establishment | ARC Proposal on Reorganisation                                                                                                                                                                                                                                            | Class                                                                                                                                                                                                                                                                            | Manpower       |          |      |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                           | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|----------|------|--------------------------------|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                  | Enam Committee | Existing | ARC  | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                          |       |                                                    |
| 1957                  | <ul style="list-style-type: none"><li>ARC proposed to keep the same manpower until the recommendation of Hamid Committee is implemented. ARC recommended to consider Hamid Committee suggestion. It recommended for an expansion of manpower from 1231 to 2543.</li></ul> | I                                                                                                                                                                                                                                                                                | 150            | 148      | 148  |                                |                  | <ul style="list-style-type: none"><li>In the light of the increase in volume 'of work (e.g. number of cases from 3288 in 1990 to 5296 in 1992, an increase by 61%), the ARC recommendation for increasing its manpower as per Hamid Committee recommendations should be examined in present day context. It may be implemented if it is found that the Bureau needs extra manpower to cope with its challenges</li></ul> | I     |                                                    |
|                       |                                                                                                                                                                                                                                                                           | II                                                                                                                                                                                                                                                                               | 181            | 152      | 152  |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                          | II    |                                                    |
|                       |                                                                                                                                                                                                                                                                           | III                                                                                                                                                                                                                                                                              | 884            | 876      | 876  |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                          | III   |                                                    |
|                       |                                                                                                                                                                                                                                                                           | IV                                                                                                                                                                                                                                                                               | 56             | 55       | 55   |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                          | IV    |                                                    |
|                       |                                                                                                                                                                                                                                                                           | Total                                                                                                                                                                                                                                                                            |                | 1231     | 1231 |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                          | Total |                                                    |
|                       |                                                                                                                                                                                                                                                                           | IMPLICATION FOR CHANGE: No immediate change. As PARC recommended creation of Anti Corruption Commission instead of present Bureau of Anti Corruption with separate prevention and operational wing that will require additional manpower which is not included in this exercise. |                |          |      |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                          |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide Anti-Corruption Bureau Letter no. 121-87(Sang-2)/2587(2) Dated: 14/02/2000

| And-Corruption Bureau                               | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
| May be adjusted in the light of PARC recommendation | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
|                                                     | 150              | 181     | 884     | 56      | 113            | 128     | 700     | 39      |

ARC Volume # 9

Serial # 2

Organisation : Military Command and Staff College

Ministry : Armed Forces Division (Prime Minister's Office)

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                     | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                    |       |                                                    |
| 1977                  |                                | I                                             | 51             | 41       | 51  | +10                            |                  | • The College is efficiently conducting staff courses for military officers selected from home and abroad. In view of the current work load and effectiveness, the staff size of this organisation needs to be expanded from the existing 460 to the approved 480. | I     | +10                                                |
|                       |                                | II                                            | 14             | 12       | 14  | +2                             |                  |                                                                                                                                                                                                                                                                    | II    | +2                                                 |
|                       |                                | III                                           | 267            | 267      | 267 |                                |                  |                                                                                                                                                                                                                                                                    | III   |                                                    |
|                       |                                | IV                                            | 148            | 140      | 148 | +8                             |                  |                                                                                                                                                                                                                                                                    | IV    | +8                                                 |
|                       |                                | Total                                         | 480            | 460      | 480 | +20                            |                  |                                                                                                                                                                                                                                                                    | Total | +20                                                |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                    |       |                                                    |

ARC Volume # 9

Serial # 3

Organisation : Office of the Director General, Defence Procurement      Ministry : Armed Forces Division (Prime Minister's Office)

| Date of Establishment | ARC Proposal on Reorganisation | Class                             | Manpower       |          |     |                                | PARC's Comment                                                                                                                                 | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------|----------------|----------|-----|--------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                   | Enam Committee | Existing | ARC | Impact of ARC on Existing Size |                                                                                                                                                |       |                                                    |
| 1972                  |                                | I                                 | 16             | 16       | 16  |                                | • ARC recommendation to retain the existing manpower is appropriate in the context of this organisation's routine work and steady performance. | I     |                                                    |
|                       |                                | II                                | 18             | 18       | 18  |                                |                                                                                                                                                | II    |                                                    |
|                       |                                | III                               | 72             | 72       | 72  |                                |                                                                                                                                                | III   |                                                    |
|                       |                                | IV                                | 34             | 34       | 34  |                                |                                                                                                                                                | IV    |                                                    |
|                       |                                | Total                             | 140            | 140      | 140 |                                |                                                                                                                                                | Total |                                                    |
|                       |                                | IMPLICATION FOR CHANGE: No change |                |          |     |                                |                                                                                                                                                |       |                                                    |

65-109

ॐ नमो भगवते वासुदेवाय  
 श्रीकृष्णार्चनं कृत्वा  
 श्रीगुरुं प्रणम्य

| Date of Establishment | ARC Proposal on Reorganisation | Class                             | Manpower                     |          |     |                                | PARC's Comment          | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------|------------------------------|----------|-----|--------------------------------|-------------------------|-------|----------------------------------------------------|
|                       |                                |                                   | Enam Committee <sup>28</sup> | Existing | ARC | Impact of ARC on Existing Size |                         |       |                                                    |
| 1988                  |                                | I                                 | 41                           | 41       | 41  |                                | • No change recommended | I     |                                                    |
|                       |                                | II                                | 11                           | 11       | 11  |                                |                         | II    |                                                    |
|                       |                                | III                               | 178                          | 178      | 178 |                                |                         | III   |                                                    |
|                       |                                | IV                                | 42                           | 42       | 42  |                                |                         | IV    |                                                    |
|                       |                                | Total                             | 272                          | 272      | 272 |                                |                         | Total |                                                    |
|                       |                                | IMPLICATION FOR CHANGE: No change |                              |          |     |                                |                         |       |                                                    |

<sup>28</sup> Currently sanctioned posts

ARC Volume # 12

Serial # 8

Organisation : Bangladesh Armed Services Board

Ministry : Prime Minister's Office (Armed Forces Division)

| Date of Establishment | ARC Proposal on Reorganisation | Class                             | Manpower       |          |     |                                |                  | PARC's Comment                                                                        | Class | Cumulative Impact of ARC and PARC on Existing Size |  |
|-----------------------|--------------------------------|-----------------------------------|----------------|----------|-----|--------------------------------|------------------|---------------------------------------------------------------------------------------|-------|----------------------------------------------------|--|
|                       |                                |                                   | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                       |       |                                                    |  |
| 1947                  |                                | I                                 | 23             | 9        | 13  | +4                             |                  | <ul style="list-style-type: none"><li>Should be accepted for implementation</li></ul> | I     | +4                                                 |  |
|                       |                                | II                                | 22             | 10       | 12  | +2                             |                  |                                                                                       | II    | +2                                                 |  |
|                       |                                | III                               | 70             | 55       | 63  | +8                             |                  |                                                                                       | III   | +8                                                 |  |
|                       |                                | IV                                | 49             | 45       | 31  | -14                            |                  |                                                                                       | IV    | -14                                                |  |
|                       |                                | Total                             | 164            | 119      | 119 |                                |                  |                                                                                       | Total |                                                    |  |
|                       |                                | IMPLICATION FOR CHANGE: No change |                |          |     |                                |                  |                                                                                       |       |                                                    |  |
|                       |                                |                                   |                |          |     |                                |                  |                                                                                       |       |                                                    |  |

Ministry/Division: Cabinet Division

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's comment <sup>33</sup>                                                                                                                                                                                                                                                                                                                                                   | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                |       |                                                    |
| 1972                  |                                | I                                             | 40             | 38       | 37  | -1                             |                  | ARC felt that the positions of one Joint Secretary, two Deputy Secretaries and two Assistant Secretaries/Private Secretary are not required. Instead one each of Accounts Officer, Assistant Programmer and Research Officer are needed . It also recommended for replacing Typist and LDA with Data Entry Operator (class III) and MLSS with Fax Operator, Cabinet Attendant. | I     | -1                                                 |
|                       |                                | II                                            |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                | II    |                                                    |
|                       |                                | III                                           | 69             | 67       | 70  | +3                             |                  |                                                                                                                                                                                                                                                                                                                                                                                | III   | +3                                                 |
|                       |                                | IV                                            | 49             | 47       | 49  | +2                             |                  |                                                                                                                                                                                                                                                                                                                                                                                | IV    | +2                                                 |
|                       |                                | Total                                         | 158            | 152      | 156 | +4                             |                  |                                                                                                                                                                                                                                                                                                                                                                                | Total | +4                                                 |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide Cabinet Division Letter no.Mo.Pa.Bi.(Est)/(14)/99-101 Dated: 17/02/2000

| Cabinet Division                                    | Sanctioned Posts |         |         |        | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|---------|--------|----------------|---------|---------|---------|
| May be adjusted in the light of PARC recommendation | class-1          | class-2 | class-3 | class4 | class-1        | class-2 | class-3 | class-4 |
|                                                     | 41               | 39      | 37      | 43     | 38             | 31      | 32      | 39      |

<sup>33</sup> In fact, in the following tables on **Ministries/Divisions** it can be noticed that in class I in most cases ARC proposed for reduction of administrative and managerial positions and expansion of technical positions. The proposals are rational in view of the kind of technical support that the Ministries would require to modernize their management practices and also to reduce the gap between organisational mandate and required skill.

ARC Volume # 29

Serial # 4

Organisation : Directorate of Criminal & Civil Prosecution

Ministry : Cabinet Division

| Date of Establishment | ARC Proposal on Reorganisation | Class                                                                                          | Manpower        |          |     |                                |                  | PARC's Comment                                                    | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|------------------------------------------------------------------------------------------------|-----------------|----------|-----|--------------------------------|------------------|-------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                                                                                | Enam Conunittee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                   |       |                                                    |
|                       | A newly proposed organisation  | I                                                                                              | NIA             | N/A      | 282 |                                | - 282            | • ARC did not find justification for creation of such new office. | I     | - 282                                              |
|                       |                                | II                                                                                             |                 |          | 2   |                                | - 2              |                                                                   | II    | - 2                                                |
|                       |                                | III                                                                                            |                 |          | 196 |                                | - 196            |                                                                   | III   | - 196                                              |
|                       |                                | IV                                                                                             |                 |          | 144 |                                | - 144            |                                                                   | IV    | - 144                                              |
|                       |                                | Total                                                                                          |                 |          | 624 |                                | - 624            |                                                                   | Total | - 624                                              |
|                       |                                | IMPLICATION FOR CHANGE: ARC's proposal for creation of such new organisation is not justified. |                 |          |     |                                |                  |                                                                   |       |                                                    |
|                       |                                |                                                                                                |                 |          |     |                                |                  |                                                                   |       |                                                    |

ARC Volume # 15

Serial # 6A

Organisation : Election commission Secretariat  
(Central Office)

Ministry : Prime Minister's Office

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                               |       |                                                    |
| Not mentioned         |                                | I                                             | 34             | 31       | 28  | -3                             |                  | • ARC did not see the necessity of some class I positions such as Joint Secretary and Senior Assistant Secretary. But it recommended for a position of Election Officer. The Committee also felt that 13 class III positions of Head Assistant, UDA, Typists can be abolished. At the same time it suggested that a position of Accountant should be created. This need-based proposal should be implemented. | I     | -3                                                 |
|                       |                                | II                                            |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                               | II    |                                                    |
|                       |                                | III                                           | 72             | 69       | 56  | -13                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                               | III   | -13                                                |
|                       |                                | IV                                            | 52             | 50       | 46  | -4                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                               | IV    | -4                                                 |
|                       |                                | Total                                         | 158            | 150      | 130 | -20                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                               | Total | -20                                                |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                               |       |                                                    |
|                       |                                |                                               |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                               |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide Election Commission Secretariat Letter no.Ni.Ka.Sa./Pra-1/13-Mo.Po-1/93(Part-1)/87 Dated: 15/02/2000

| Election Commission Secretariat ( Central Office)   | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
|                                                     | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
| May be adjusted in the light of PARC recommendation | 33               | 30      | 43      | 52      | 30             | 30      | 39      | 52      |

Organisation : Election Commission Secretariat  
(Regional and District Offices)

Ministry : Prime Minister's Office

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                                                                                                                                                                                                                                                                                                                                                                                                                                     | PARC's Comment | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC                                                                                                                                                                                                                                                                                                                                                                                                                    |                |       |                                                    |
| Not mentioned         |                                | I                                             | 94             | 90       | 116 | +26                            | <ul style="list-style-type: none"><li>In fact, the difference between Enam Committee and ARC is 35. ARC recommendation is justified on the ground that it sees the importance of filling in the sanctioned posts for effective functioning of the field set-up of this very important organisation, which administers national and local elections as well as bi-elections. The recommended set-up should be implemented.</li></ul> | I              | +26   |                                                    |
|                       |                                | II                                            |                |          |     |                                |                                                                                                                                                                                                                                                                                                                                                                                                                                     | II             |       |                                                    |
|                       |                                | III                                           | 199            | 184      | 194 | +10                            |                                                                                                                                                                                                                                                                                                                                                                                                                                     | III            | +10   |                                                    |
|                       |                                | IV                                            | 254            | 240      | 272 | +32                            |                                                                                                                                                                                                                                                                                                                                                                                                                                     | IV             | +32   |                                                    |
|                       |                                | Total                                         | 547            | 514      | 582 | +68                            |                                                                                                                                                                                                                                                                                                                                                                                                                                     | Total          | +68   |                                                    |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                                                                                                                                                                                                                                                                                                                                                                                                                                     |                |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide Election Commission Secretariat Letter no.Ni.Ka.Sa./Pra-1/13-Mo.Po-1/93(Part-1)/87 Dated: 1510212000

| Election Commission Secretariat(Regional and District Offices) | Sanctioned Posts |         |        |         | Existing Posts |         |         |         |
|----------------------------------------------------------------|------------------|---------|--------|---------|----------------|---------|---------|---------|
|                                                                | class-1          | class-2 | class3 | class-4 | class-1        | class-2 | class-3 | class-4 |
| May be adjusted in the light of PARC recommendation            | 91               | 0       | 190    | 91      | 77             | 0       | 171     | 83      |

| Date of Establish ment | ARC Proposal on Reorganisati on          | Class                                         | Enam Commi ttee | Existing | ARC for Organ-A | ARC for Organ-B | Total | Impact of ARC on Existing Size | Changes from ARC | PARC's Comment                                                                                                                                                                                                                                                              | Class | Cumulative Impact of ARC and PARC on Existing Size |
|------------------------|------------------------------------------|-----------------------------------------------|-----------------|----------|-----------------|-----------------|-------|--------------------------------|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                        | BPSC to be split in to two organisations | I                                             | 57              | 55       | 37              | 37              | 74    | +19                            |                  | PARC Feels that it is important to split BPSC in to three organisations for efficient management of recruitment and selection of three broad categories of public personnel, i.e. general, technical and education. The manpower structure may be adjusted proportionately. | I     | +19                                                |
|                        |                                          | II                                            | 2               | 2        | 1               | 1               | 2     |                                |                  |                                                                                                                                                                                                                                                                             | II    |                                                    |
|                        |                                          | III                                           | 148             | 148      | 93              | 93              | 186   | +38                            |                  |                                                                                                                                                                                                                                                                             | III   | +38                                                |
|                        |                                          | IV                                            | 87              | 85       | 48              | 48              | 96    | +11                            |                  |                                                                                                                                                                                                                                                                             | IV    | +11                                                |
|                        |                                          | Total                                         | 294             | 290      | 179             | 179             | 358   | +68                            |                  |                                                                                                                                                                                                                                                                             | Total | +68                                                |
|                        |                                          | IMPLICATION FOR CHANGE: Expansion of manpower |                 |          |                 |                 |       |                                |                  |                                                                                                                                                                                                                                                                             |       |                                                    |
|                        |                                          |                                               |                 |          |                 |                 |       |                                |                  |                                                                                                                                                                                                                                                                             |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide Ba.sa.Ka.Ka.sa/Admn.-1/Addi.post-30/94/2512 Dated: 11/06/2000

| Bangladesh Public Service Commission                | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
| May be adjusted in the light of PARC recommendation | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
|                                                     | 72               | 52      | 136     | 96      | 62             | 50      | 124     | 70      |

<sup>43</sup> ARC proposed to create two organisations splitting BPSC. These are shown here as organisation-A and organisation-B. Organisation A is Bangladesh General Public Service Commission Secretariat and organisation B is Bangladesh Educational and Technical Service Commission

Ministry : Establishment<sup>7</sup>

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                  | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                                 |       |                                                    |
|                       |                                | I                                             | 109            | 99       | 69  | -30                            |                  | <ul style="list-style-type: none"><li>ARC designed organogram showing eight attached organisations<sup>8</sup> under this Ministry. Administrative Reforms and Reorganisation Commission should probably be located at the Cabinet Division.</li><li>The proposed reduction in manpower is due to the separation of O&amp;M Wing, which has been given the status of a Commission under a different set-up. The proposal is sensible.</li></ul> | I     | -30                                                |
|                       |                                | II                                            | 1              |          | 2   | +2                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                 | II    | +2                                                 |
|                       |                                | III                                           | 214            | 187      | 143 | -44                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                 | III   | -44                                                |
|                       |                                | IV                                            | 124            | 122      | 78  | -44                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                 | IV    | -44                                                |
|                       |                                | Total                                         | 448            | 408      | 292 | -116                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Total | -116                                               |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                 |       |                                                    |

<sup>7</sup> ARC used the term Establishment Division, which is now a Ministry.

<sup>8</sup> Directorate of Public Transport, Directorate of Public Employees Welfare, Bangladesh General Service Commission, Department of Printing, Stationary and Forms, Administrative Reforms and Reorganisation Commission, Bangladesh Civil Service academy, Bangladesh Education and Technical Service Commission and Bangladesh Public Administration Training Centre

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Serial # 2

Organisation : Organisation & Management Wing

Ministry : Establishment

| Date of Establishment | ARC Proposal on Reorganisation                               | Class                             | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                             | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------------------------------------|-----------------------------------|----------------|----------|-----|--------------------------------|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                                              |                                   | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                            |       |                                                    |
| Mid-1970s             | ARC recommended to transform the O&M Wing in to a Commission | I                                 | 22             | 20       | 30  | +10                            | -10              | • The O&M Wing should continue working as a wing. The proposed Public Administration Reforms Monitoring Commission (PARMOC) will be able to perform the activities that the O&M Commission could do. The Wing therefore does not need additional manpower under the present circumstances. | I     | <del>+10</del><br>-10 (PARC)                       |
|                       |                                                              | II                                |                |          | 1   | +1                             | -1               |                                                                                                                                                                                                                                                                                            | II    | +1<br>-1 (PARC)                                    |
|                       |                                                              | III                               | 29             | 19       | 43  | +24                            | -24              |                                                                                                                                                                                                                                                                                            | III   | +24<br>-24 (PARC)                                  |
|                       |                                                              | IV                                | 15             | 13       | 18  | +5                             | -5               |                                                                                                                                                                                                                                                                                            | IV    | +5<br>-5 (PARC)                                    |
|                       |                                                              | Total                             | 66             | 52       | 92  | +40                            | -40              |                                                                                                                                                                                                                                                                                            | Total | 0                                                  |
|                       |                                                              | IMPLICATION FOR CHANGE: No change |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                            |       |                                                    |

| Date of Establishment | ARC Proposal on Reorganization | Class                                         | Manpower                    |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                | Class | Cumulative Impact of ARC and PARC on Existing Size     |
|-----------------------|--------------------------------|-----------------------------------------------|-----------------------------|----------|-----|--------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|--------------------------------------------------------|
|                       |                                |                                               | Enam committee <sup>8</sup> | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                               |       |                                                        |
| 1987                  |                                | I                                             |                             | 16       | 19  | +3                             | -1               | <ul style="list-style-type: none"><li>The proposed class I position of Deputy Director (Foreign Affairs) is not required because the Foreign Service Academy is now providing training separately to civil servants belonging to Foreign Cadre.</li><li>At the same time 1 position each in class III and IV under the DD (Foreign Affairs) also become unnecessary</li></ul> | I     | +3<br>-1 (PARC)<br>[Deputy Director (Foreign affairs)] |
|                       |                                | II                                            |                             |          |     | +1                             |                  |                                                                                                                                                                                                                                                                                                                                                                               | II    | +1                                                     |
|                       |                                | III                                           |                             | 42       | 43  | +1                             | -1               |                                                                                                                                                                                                                                                                                                                                                                               | III   | +1<br>-1 (PARC)<br>[LDA]                               |
|                       |                                | IV                                            |                             | 49       | 49  |                                | -1               |                                                                                                                                                                                                                                                                                                                                                                               | IV    | -1 (PARC)                                              |
|                       |                                | Total                                         |                             | 107      | 112 | +5                             | -3               |                                                                                                                                                                                                                                                                                                                                                                               | Total | +2                                                     |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                             |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                               |       |                                                        |
|                       |                                |                                               |                             |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                               |       |                                                        |

<sup>8</sup> Enam Committee report was prepared before the creation of this Academy

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Serial # 6

Organisation : Office of the Zilla Gazetteers

Ministry : Establishment

| Date of Establishment | ARC Proposal on Reorganisation                              | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                               | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|-------------------------------------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|----------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                                             |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                              |       |                                                    |
| 1963                  | Merger with Statistics Division of the Ministry of Planning | I                                             | 11             | 10       | 12  | +2                             |                  | • The need for Research Officer and Publications Officer and my data is not there. Similarly, the LDAs and Typists were found to be useless. | I     | +2                                                 |
|                       |                                                             | II                                            |                |          |     |                                |                  |                                                                                                                                              | II    |                                                    |
|                       |                                                             | III                                           | 10             | 10       | 15  | +5                             |                  |                                                                                                                                              | III   | +5                                                 |
|                       |                                                             | IV                                            | 10             | 10       | 13  | +3                             |                  |                                                                                                                                              | IV    | +3                                                 |
|                       |                                                             | Total                                         | 31             | 30       | 40  | +10                            |                  |                                                                                                                                              | Total | +10                                                |
|                       |                                                             | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                                                                                                              |       |                                                    |
|                       |                                                             |                                               |                |          |     |                                |                  |                                                                                                                                              |       |                                                    |

| Date of Establishment                         | ARC Proposal on Reorganisation | Class | Manpower       |              |                                |                  | PARC's Comment                                                                                                                                                                                                                                                  | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------------------------------|--------------------------------|-------|----------------|--------------|--------------------------------|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                                               |                                |       | Enam Committee | Existing ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                 |       |                                                    |
| Not mentioned                                 |                                | I     | 9              | 7            | +1                             |                  | <ul style="list-style-type: none"> <li>The proposal calls for a drastic reduction in the size of 794 Drivers (class III) and Guard and Cleaners (class IV). In fact, these positions were not deemed necessary by ARC after it made a careful study.</li> </ul> | I     | +1                                                 |
|                                               |                                | II    | 4              | 3            | +1                             |                  |                                                                                                                                                                                                                                                                 | II    | +1                                                 |
|                                               |                                | III   | 1516           | 1418         | -923                           |                  |                                                                                                                                                                                                                                                                 | III   | -923                                               |
|                                               |                                | IV    | 249            | 221          | -89                            |                  |                                                                                                                                                                                                                                                                 | IV    | -89                                                |
|                                               |                                | Total | 1778           | 1649         | -1010                          |                  |                                                                                                                                                                                                                                                                 | Total | -1010                                              |
| IMPLICATION FOR CHANGE: Reduction of manpower |                                |       |                |              |                                |                  |                                                                                                                                                                                                                                                                 |       |                                                    |

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Serial # 6

Organisation : Department of Printing, Stationary and Forms

Ministry : Establishment

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |      |                                |                  | PARC's Comment                                                                                                                                                                                                                                | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|------|--------------------------------|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC  | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                               |       |                                                    |
| 1975                  |                                | I                                             | 18             | 16       | 18   | +2                             |                  | • ARC justifiably proposed to add necessary positions in class I and II and to reduce from class III and IV (e.g. Assistant Programmer (class I), Manager, Administrative Officer (class II), LDA, Binder, Making Machineman etc (class III)) | I     | +2                                                 |
|                       |                                | II                                            | 25             | 23       | 27   | +4                             |                  |                                                                                                                                                                                                                                               | II    | +4                                                 |
|                       |                                | III                                           | 1757           | 1473     | 1239 | -234                           |                  |                                                                                                                                                                                                                                               | III   | -234                                               |
|                       |                                | IV                                            | 545            | 466      | 421  | -45                            |                  |                                                                                                                                                                                                                                               | IV    | -45                                                |
|                       |                                | Total                                         | 2345           | 1978     | 1705 | -273                           |                  |                                                                                                                                                                                                                                               | Total | -273                                               |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |      |                                |                  |                                                                                                                                                                                                                                               |       |                                                    |

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                | PARC's Comment   | Class                                   | Cumulative Impact of ARC and PARC on Existing Size |    |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-----------------------------------------|----------------------------------------------------|----|
|                       |                                |                                               | Exam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                         |                                                    |    |
| 1979                  |                                | I                                             | 18             | 17       | 19  | +2                             |                  | ▪ Should be accepted for implementation | I                                                  | +2 |
|                       |                                | II                                            | 16             | 12       | 17  | +5                             |                  |                                         | II                                                 | +5 |
|                       |                                | III                                           | 85             | 78       | 81  | +3                             |                  |                                         | III                                                | +3 |
|                       |                                | IV                                            | 40             | 40       | 33  | -7                             |                  |                                         | IV                                                 | -7 |
|                       |                                | Total                                         | 159            | 147      | 150 | +3                             |                  |                                         | Total                                              | +3 |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                         |                                                    |    |

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Serial # 2

Organisation : Offices of the Divisional commissioners<sup>9</sup>

Ministry : Establishment

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                  |                  | PARC's Comment                                                                                                                                                                                                                                                                                        | Class | Cumulative Impact of ARC and PARC on Sanctioned Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|----------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|------------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Sanctioned Size | Changes from ARC |                                                                                                                                                                                                                                                                                                       |       |                                                      |
| 1929                  |                                | I                                             | 40             |          | 50  | +10                              |                  | • Inclusion of more Assistant Commissioners has mainly contributed to the increase in class I level. In class II technical positions were seen by ARC as more important. Therefore their number has also increased. Some class IV positions of Orderly Peon, Office Peon etc were deemed inessential. | I     | +10                                                  |
|                       |                                | II                                            | 8              |          | 14  | +6                               |                  |                                                                                                                                                                                                                                                                                                       | II    | +6                                                   |
|                       |                                | III                                           | 348            |          | 214 | -134                             |                  |                                                                                                                                                                                                                                                                                                       | III   | -134                                                 |
|                       |                                | IV                                            | 114            |          | 114 |                                  |                  |                                                                                                                                                                                                                                                                                                       | IV    |                                                      |
|                       |                                | Total                                         | 510            |          | 392 | -118                             |                  |                                                                                                                                                                                                                                                                                                       | Total | -118                                                 |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                  |                  |                                                                                                                                                                                                                                                                                                       |       |                                                      |

<sup>9</sup> ARC organograms show two different manpower size for two types of Divisions (i.e. Dhaka , Chittagong, Khulna and Rajshahi as the old Divisions) and Sylhet and Barisal as the new Divisions). In PARC's profile, manpower of all six Divisions are calculated and shown in a single table.

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |           |               | PARC's Comment                   | Class | Cumulative Impact of ARC and PARC on Sanctioned Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|-----------|---------------|----------------------------------|-------|------------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing  | ARC           | Impact of ARC on Sanctioned Size |       |                                                      |
|                       |                                | I                                             | 36             | Not shown | 25            | -11                              | I     | -11                                                  |
|                       |                                | II                                            | 7              |           | 8             | +1                               | II    | +1                                                   |
|                       |                                | III                                           | 130            |           | 113           | -17                              | III   | -17                                                  |
|                       |                                | IV                                            | 100            |           | 92            | -8                               | IV    | -8                                                   |
|                       |                                | Total                                         | 273 x 7= 1911  |           | 238 x 7= 1666 | -35 x 7= -245                    | Total | -35 x 7= -245                                        |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |           |               |                                  |       |                                                      |

- Although ARC proposed to reduce some positions from class I but it also included the positions of Magistrates so that they can exclusively carryout criminal court functions. This is a good move in view of the judicial backlog.

<sup>10</sup> Special Districts (7) - Dhaka, Chittagong, Khulna, Rajshahi, Mymensingh, Comilla, Barisal

| Date of Establishment | ARC Proposal on Reorganisation | Class                                                                                                                                                                                                                              | Manpower        |           |                 | PARC's Comment                   | Class            | Cumulative Impact of ARC and PARC on Sanctioned Size |
|-----------------------|--------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|-----------|-----------------|----------------------------------|------------------|------------------------------------------------------|
|                       |                                |                                                                                                                                                                                                                                    | Exam Committee  | Existing  | ARC             | Impact of ARC on Sanctioned Size | Changes from ARC |                                                      |
|                       |                                | I                                                                                                                                                                                                                                  | 36              | Not shown | 25              | -11                              |                  | -11                                                  |
|                       |                                | II                                                                                                                                                                                                                                 | 7               |           | 6               | -1                               |                  | -1                                                   |
|                       |                                | III                                                                                                                                                                                                                                | 130             |           | 108             | -22                              |                  | -22                                                  |
|                       |                                | IV                                                                                                                                                                                                                                 | 100             |           | 91              | -9                               |                  | -9                                                   |
|                       |                                | Total                                                                                                                                                                                                                              | 273 x 15 = 4095 |           | 230 x 15 = 3450 | -43 x 15 = -645                  |                  | -43 x 15 = -645                                      |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower                                                                                                                                                                                      |                 |           |                 |                                  |                  |                                                      |
|                       |                                | Although ARC proposed to reduce some positions from class I but it also included the positions of Magistrates so that they can exclusively carryout criminal court functions. This is a good move in view of the judicial backlog. |                 |           |                 |                                  |                  |                                                      |

<sup>11</sup> Category A Districts (15) - Dinajpur, Tangail, Kishoregonj, Sylhet, Nargaon, Bogra, Sirajgonj, Noakhali, Rangpur, Brahmanbaria, Jessore, Chandpur, Pabna, Gaibandha, Jamalpur

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |           |                |                                  |                  | PARC's Comment                                                                                                                                                                                                                                                                     | Class | Cumulative Impact of ARC and PARC on Sanctioned Size |  |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|-----------|----------------|----------------------------------|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|------------------------------------------------------|--|
|                       |                                |                                               | Enam Committee | Existing  | ARC            | Impact of ARC on Sanctioned Size | Changes from ARC |                                                                                                                                                                                                                                                                                    |       |                                                      |  |
|                       |                                | I                                             | 25             | Not shown | 18             | -7                               |                  | <ul style="list-style-type: none"><li>Although ARC proposed to reduce some positions from class I but it also included the positions of Magistrates so that they can exclusively carryout criminal court functions. This is a good move in view of the judicial backlog.</li></ul> | I     | -7                                                   |  |
|                       |                                | II                                            | 4              |           | 3              | -1                               |                  |                                                                                                                                                                                                                                                                                    | II    | -1                                                   |  |
|                       |                                | III                                           | 77             |           | 71             | -6                               |                  |                                                                                                                                                                                                                                                                                    | III   | -6                                                   |  |
|                       |                                | IV                                            | 66             |           | 63             | -3                               |                  |                                                                                                                                                                                                                                                                                    | IV    | -3                                                   |  |
|                       |                                | Total                                         | 172 x 28= 4816 |           | 155 x 28= 4340 | -17 x 28= -476                   |                  |                                                                                                                                                                                                                                                                                    | Total | -17 x 28= -476                                       |  |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |           |                |                                  |                  |                                                                                                                                                                                                                                                                                    |       |                                                      |  |
|                       |                                |                                               |                |           |                |                                  |                  |                                                                                                                                                                                                                                                                                    |       |                                                      |  |

<sup>12</sup> Category B Districts (28) – Sunamganj, Bagerhat, Netrokona, Kurigram, Satkhira, Hobiganj, Faridpur, Bhola, Patuakhali, Kushtia, Cox's Bazar, Natore, Moulavibazar, Jhenidah, Nilphamari, Nawabganj, Thakurgaon, Narayanganj, Norshingdi, Gazipur, Lakkhipur, Munshiganj, Manikganj, Madaripur, Pirojpur, Gopalganj, Sherpur, Feni

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |           |                |                                  |                  | PARC's Comment                                                                                                                                                                                                                                                                     | Class | Cumulative Impact of ARC and PARC on Sanctioned Size |  |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|-----------|----------------|----------------------------------|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|------------------------------------------------------|--|
|                       |                                |                                               | Enam Committee | Existing  | ARC            | Impact of ARC on Sanctioned Size | Changes from ARC |                                                                                                                                                                                                                                                                                    |       |                                                      |  |
|                       |                                | I                                             | 19             | Not shown | 17             | -2                               |                  | <ul style="list-style-type: none"><li>Although ARC proposed to reduce some positions from class I but it also included the positions of Magistrates so that they can exclusively carryout criminal court functions. This is a good move in view of the judicial backlog.</li></ul> | I     | -2                                                   |  |
|                       |                                | II                                            | 4              |           | 3              | -1                               |                  |                                                                                                                                                                                                                                                                                    | II    | -1                                                   |  |
|                       |                                | III                                           | 53             |           | 53             |                                  |                  |                                                                                                                                                                                                                                                                                    | III   |                                                      |  |
|                       |                                | IV                                            | 44             |           | 43             | -1                               |                  |                                                                                                                                                                                                                                                                                    | IV    | -1                                                   |  |
|                       |                                | Total                                         | 120 x 14= 1680 |           | 116 x 14= 1624 | -4 x 14= -56                     |                  |                                                                                                                                                                                                                                                                                    | Total | -4 x 14= -56                                         |  |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |           |                |                                  |                  |                                                                                                                                                                                                                                                                                    |       |                                                      |  |
|                       |                                |                                               |                |           |                |                                  |                  |                                                                                                                                                                                                                                                                                    |       |                                                      |  |

<sup>13</sup> Category C Districts (14) – Rangamati, Khagrachari, Bandarban, shariatpur, Barguna, Lalmonirhat, Rajbari, Chuadanga, Joypurhat, Magura, Panchagarh, Jhalkathi, Narail, Meherpur

| Date of Establishment                         | ARC Proposal on Reorganisation | Class | Manpower       |           |     |                                  | PARC's Comment   | Class | Cumulative Impact of ARC and PARC on Sanctioned Size |
|-----------------------------------------------|--------------------------------|-------|----------------|-----------|-----|----------------------------------|------------------|-------|------------------------------------------------------|
|                                               |                                |       | Enam Committee | Existing  | ARC | Impact of ARC on Sanctioned Size | Changes from ARC |       |                                                      |
| Not mentioned -                               |                                | I     | 135            | Not shown | 75  | -60                              |                  | I     | -60                                                  |
|                                               |                                | II    | 1              | -         |     | -1                               |                  | II    | -1                                                   |
|                                               |                                | III   | 328            | -         | 161 | -167                             |                  | III   | -167                                                 |
|                                               |                                | IV    | 96             | -         | 73  | -23                              |                  | IV    | -23                                                  |
|                                               |                                | Total | 560            | -         | 309 | -251                             |                  | Total | -251                                                 |
| IMPLICATION FOR CHANGE: Reduction of manpower |                                |       |                |           |     |                                  |                  |       |                                                      |

PARC's additional comment on up-to date Manpower position stated vide Ministry of Finance Letter no.AMo./ABi(Pro-3)/Misc-2/93/154 Dated: 14/02/2000

| Finance Division<br>May be adjusted in the light<br>of PARC recommendation | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|----------------------------------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
|                                                                            | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
|                                                                            | 141              | 194     | 166     | 122     | 123            | 156     | 151     | 85      |

Division : Internal Resources

Ministry : Finance

| Date of Establishment                         | ARC Proposal on Reorganisation | Class | Manpower       |          |     |                                |                  | PARC's Comment                            | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------------------------------|--------------------------------|-------|----------------|----------|-----|--------------------------------|------------------|-------------------------------------------|-------|----------------------------------------------------|
|                                               |                                |       | Exam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                           |       |                                                    |
| 1979                                          |                                | I     | 9              | 8        | 8   |                                |                  | • Should be considered for implementation | I     |                                                    |
|                                               |                                | II    |                |          |     |                                |                  |                                           | II    |                                                    |
|                                               |                                | III   | 21             | 20       | 19  | -1                             |                  |                                           | III   | -1                                                 |
|                                               |                                | IV    | 8              | 8        | 8   |                                |                  |                                           | IV    |                                                    |
|                                               |                                | Total | 38             | 36       | 35  | -1                             |                  |                                           | Total | -1                                                 |
| IMPLICATION FOR CHANGE: Reduction of manpower |                                |       |                |          |     |                                |                  |                                           |       |                                                    |

| Date of Establishment | ARC Proposal on Reorganisation | Class | Manpower                                      |          |     |                                | PARC's Comment                                                                                                                                                                                                                                                                                                         | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-------|-----------------------------------------------|----------|-----|--------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |       | Enam Committee                                | Existing | ARC | Impact of ARC on Existing Size |                                                                                                                                                                                                                                                                                                                        |       |                                                    |
| 1972                  |                                | I     | 98                                            | 70       | 90  | +20                            | <ul style="list-style-type: none"><li>The increase in class I is due to the inclusion of some required positions (e.g. Assistant Directors, Research Officers and Private Secretaries). Under the current circumstances, additional Class II positions, as proposed, are also required in this organisation.</li></ul> | I     | +20                                                |
|                       |                                | II    |                                               | 5        | +5  | II                             |                                                                                                                                                                                                                                                                                                                        | +5    |                                                    |
|                       |                                | III   | 208                                           | 193      | 157 | -36                            |                                                                                                                                                                                                                                                                                                                        | III   | -36                                                |
|                       |                                | IV    | 109                                           | 104      | 94  | -10                            |                                                                                                                                                                                                                                                                                                                        | IV    | -10                                                |
|                       |                                | Total | 415                                           | 367      | 346 | -21                            |                                                                                                                                                                                                                                                                                                                        | Total | -21                                                |
|                       |                                |       | IMPLICATION FOR CHANGE: Reduction of manpower |          |     |                                |                                                                                                                                                                                                                                                                                                                        |       |                                                    |

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower                     |          |     |                                |                  | PARC's Comment                          | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|------------------------------|----------|-----|--------------------------------|------------------|-----------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee <sup>14</sup> | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                         |       |                                                    |
| 1993                  |                                | I                                             | 43                           | 41       | 50  | +9                             |                  | • Should be accepted for implementation | I     | +9                                                 |
|                       |                                | II                                            | 263                          | 259      | 223 | -36                            |                  |                                         | II    | -36                                                |
|                       |                                | III                                           | 181                          | 114      | 139 | +25                            |                  |                                         | III   | +25                                                |
|                       |                                | IV                                            | 148                          | 116      | 117 | +1                             |                  |                                         | IV    | +1                                                 |
|                       |                                | Total                                         | 635                          | 530      | 529 | -1                             |                  |                                         | Total | -1                                                 |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                              |          |     |                                |                  |                                         |       |                                                    |

<sup>14</sup> Currently sanctioned posts

Organisation : Collectorate of Customs, Excise and VAT,  
Dhaka (North)

Ministry : Finance (Internal Resources Division)

| Date of Establishment | ARC Proposal on Reorganisation                                    | Class                                         | Manpower                     |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|-------------------------------------------------------------------|-----------------------------------------------|------------------------------|----------|-----|--------------------------------|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                                                   |                                               | Enam committee <sup>20</sup> | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |       |                                                    |
| 1993                  | • Number of Circles reduced from 29 to 19 under this Collectorate | I                                             | 67                           | 64       | 73  | +9                             |                  | • ARC-proposed increase from existing number of manpower is acceptable in view of the performance of this organisation. The disposal of official correspondence, for example, increased over the years (e.g. from 30000 letters sent in 1991-92 to 44568 in 1993-94). In fact, the proposed manpower size is much smaller than the sanctioned number. ARC does not rightly see the use of a number of positions under the new circumstances [e.g. 2 positions of Deputy/Assistant Collector (Class I), 36 positions of Inspectors (Class II), 6, 15 and 57 positions of Office Superintendent, Head Assistants and UDAs respectively (Class III) and 153 positions of Sepoys (Class IV)] | I     | +9                                                 |
|                       |                                                                   | II                                            | 241                          | 198      | 204 | +6                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | II    | +6                                                 |
|                       |                                                                   | III                                           | 298                          | 129      | 206 | +77                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | III   | +77                                                |
|                       |                                                                   | IV                                            | 405                          | 261      | 257 | -4                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | IV    | -4                                                 |
|                       |                                                                   | Total                                         | 1011                         | 652      | 740 | +88                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Total | +88                                                |
|                       |                                                                   | IMPLICATION FOR CHANGE: Expansion of manpower |                              |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |       |                                                    |
|                       |                                                                   |                                               |                              |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |       |                                                    |

<sup>20</sup>Currently sanctioned posts

Organisation : Collectorate of Customs, Excise and VAT,  
Dhaka (South)

Ministry : Finance (Internal Resources Division)

| Date of Establishment | ARC Proposal on Reorganisation                                    | Class                                         | Manpower                     |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|-------------------------------------------------------------------|-----------------------------------------------|------------------------------|----------|-----|--------------------------------|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                                                   |                                               | Enam Committee <sup>21</sup> | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |       |                                                    |
| 1993                  | • Number of Circles reduced from 28 to 17 under this Collectorate | I                                             | 71                           | 67       | 68  | +1                             |                  | • ARC proposed to reduce the total number of manpower from the sanctioned size (i.e. from 1070 to 703). It does not rightly see the need for a number of positions. It however proposed to increase the number of manpower from the existing size. The Committee recommended to create new positions in different Classes [e.g. Statistical Officer (Class I), Accounts Officer (Class II), Data Entry Operator (Class III), Night Guards (Class IV) etc]. This increase is rational in view of the tasks assigned to this organisation which has been specially created for Dhaka (South). | I     | +1                                                 |
|                       |                                                                   | II                                            | 250                          | 189      | 193 | +4                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | II    | +4                                                 |
|                       |                                                                   | III                                           | 374                          | 190      | 231 | +41                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | III   | +41                                                |
|                       |                                                                   | IV                                            | 375                          | 204      | 211 | +7                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | IV    | +7                                                 |
|                       |                                                                   | Total                                         | 1070                         | 650      | 703 | +53                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Total | +53                                                |
|                       |                                                                   | IMPLICATION FOR CHANGE: Expansion of manpower |                              |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |       |                                                    |

<sup>21</sup> Currently sanctioned posts

| Date of Establishment | ARC Proposal on Reorganization | Class                                         | Manpower |     |                                | Changes from ARC | ARC's Comment                                                                                                                                                                                                                                               | Class | Grand Total Impact on Existing Size                                             |
|-----------------------|--------------------------------|-----------------------------------------------|----------|-----|--------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|---------------------------------------------------------------------------------|
|                       |                                |                                               | Existing | ARC | Impact of ARC on Existing Size |                  |                                                                                                                                                                                                                                                             |       |                                                                                 |
| Noted                 |                                | I                                             | 7        | 7   | +1                             | -1               | <ul style="list-style-type: none"><li>One Chief Value Assessor (Dhaka) can deliver the service instead of two positions proposed by ARC. This class I position, two corresponding class III positions and two class IV positions can be abolished</li></ul> | I     | The position of Chief Value Assessor (Dhaka) has been shown twice in ARC report |
|                       |                                | II                                            |          |     |                                |                  |                                                                                                                                                                                                                                                             | II    |                                                                                 |
|                       |                                | III                                           | 22       | 2   | -2                             | -2               |                                                                                                                                                                                                                                                             |       | +3<br>-2 (PARC)<br>UDA-I<br>Type-I                                              |
|                       |                                | IV                                            | 22       | 1   | -3                             | -2               |                                                                                                                                                                                                                                                             | IV    | +3<br>-2 (PARC)                                                                 |
|                       |                                | Total                                         | 69       | 6   | -4                             | -5               |                                                                                                                                                                                                                                                             | Total | -1                                                                              |
|                       |                                | IMPLICATION FOR CHANGE: Reduction in manpower |          |     |                                |                  |                                                                                                                                                                                                                                                             |       |                                                                                 |

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Organisation : Office of the Controller of Customs Valuation, Chittagong.

Ministry : Finance

| Date of Establishment | ARC Proposal on Reorganisation | Class                                          | Manpower       |          |     |                                |                  | PARC's Comment | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|------------------------------------------------|----------------|----------|-----|--------------------------------|------------------|----------------|-------|----------------------------------------------------|
|                       |                                |                                                | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                |       |                                                    |
| Not mentioned         |                                | I                                              | 7              | 6        | 9   | + 3                            |                  |                | I     | + 3                                                |
|                       |                                | II                                             | 12             | 12       | 9   | - 3                            |                  |                | II    | - 3                                                |
|                       |                                | III                                            | 32             | 26       | 35  | + 9                            |                  |                | III   | + 9                                                |
|                       |                                | IV                                             | 15             | 14       | 16  | + 2                            |                  |                | IV    | + 2                                                |
|                       |                                | Total                                          | 66             | 58       | 69  | + 11                           |                  |                | Total | + 11                                               |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower. |                |          |     |                                |                  |                |       |                                                    |

Organisation : Collectorate of Customs (Customs House),  
Chittagong

Ministry : Finance (Internal Resources Division)

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |      |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|------|--------------------------------|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC  | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |       |                                                    |
| Not mentioned         |                                | I                                             | 95             | 75       | 137  | +62                            |                  | <ul style="list-style-type: none"><li>ARC-proposed increase in the size of the manpower should be accepted for implementation. The Organogram provides for two more positions of Joint Collectors with a number of class I and II staff. Under the current circumstances, volume of work of this agency has increased. Creation of additional positions like Chief Appraiser and Superintendent (Prevention) under class I and Appraiser under class II is well-justified.</li></ul> | I     | +62                                                |
|                       |                                | II                                            | 301            | 275      | 313  | +38                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | II    | +38                                                |
|                       |                                | III                                           | 344            | 324      | 312  | -12                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | III   | -12                                                |
|                       |                                | IV                                            | 284            | 270      | 259  | -11                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | IV    | -11                                                |
|                       |                                | Total                                         | 1024           | 944      | 1021 | +77                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Total | +77                                                |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |      |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |       |                                                    |
|                       |                                |                                               |                |          |      |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |       |                                                    |

Organisation : Collectorate of Customs, Excise and VAT, Chittagong Ministry : Finance (Internal Resources Division)

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |      |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|------|--------------------------------|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC  | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |       |                                                    |
| 1972                  |                                | I                                             | 79             | 73       | 83   | +10                            |                  | <ul style="list-style-type: none"><li>The proposed manpower size is optimal. The Committee felt the need for abolishing many Class III and IV positions [e.g. Office Supervisor, UDA, LDA, Deputy Inspector (Class III) and <i>Sepoys</i> and MLSS (Class IV)]. But it also recommended to create new positions of Supervisors (Class I) and Inspectors (Class II).</li><li>However, this agency, which combats smugglers and illegal <b>arm</b> dealers round the year, may consider employing some Intelligence Officers to place them under the jurisdiction of Additional Collector. Intelligence side of this agency needs strengthening.</li></ul> | I     | +10                                                |
|                       |                                | II                                            | 305            | 271      | 298  | +27                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | II    | +27                                                |
|                       |                                | III                                           | 405            | 333      | 314  | -19                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | III   | -19                                                |
|                       |                                | IV                                            | 531            | 492      | 401  | -91                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | IV    | -91                                                |
|                       |                                | Total                                         | 1320           | 1169     | 1096 | -73                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Total | -73                                                |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |      |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |       |                                                    |

| Date of Establishment                                     | ARC Proposal on Reorganisation                                                                  | Class | Manpower       |          |     |                                | PARC's Comment | Class                                                                                                                                                                                                                                                                                                                                                      | Cumulative Impact of ARC and PARC on Existing Size |                  |
|-----------------------------------------------------------|-------------------------------------------------------------------------------------------------|-------|----------------|----------|-----|--------------------------------|----------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|------------------|
|                                                           |                                                                                                 |       | Enam Committee | Existing | ARC | Impact of ARC on Existing Size |                |                                                                                                                                                                                                                                                                                                                                                            |                                                    | Changes from ARC |
| 1992                                                      | ARC proposed for a merger of Tax training Academy with Customs, Excise and VAT Training Academy | I     | 17             | 12       | 17  | +5                             |                | <ul style="list-style-type: none"><li>In fact, the proposed manpower structure is smaller than the sanctioned one. ARC basically recommended to fill in the necessary positions like Deputy Director, Doctor, Research Officer (class I) and Assisatnt Librarian, Typists etc (class III). The merger and manpower set-up should be implemented.</li></ul> | I                                                  | +5               |
|                                                           |                                                                                                 | II    | 5              | 4        | 2   | -2                             |                |                                                                                                                                                                                                                                                                                                                                                            | II                                                 | -2               |
|                                                           |                                                                                                 | III   | 74             | 50       | 62  | +12                            |                |                                                                                                                                                                                                                                                                                                                                                            | III                                                | +12              |
|                                                           |                                                                                                 | IV    | 37             | 32       | 33  | +1                             |                |                                                                                                                                                                                                                                                                                                                                                            | IV                                                 | +1               |
|                                                           |                                                                                                 | Total | 133            | 98       | 114 | +16                            |                |                                                                                                                                                                                                                                                                                                                                                            | Total                                              | +16              |
| IMPLICATION FOR CHANGE: Merger with expansion of manpower |                                                                                                 |       |                |          |     |                                |                |                                                                                                                                                                                                                                                                                                                                                            |                                                    |                  |

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower                     |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                         | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|------------------------------|----------|-----|--------------------------------|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam committee <sup>25</sup> | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                        |       |                                                    |
| 1992                  |                                | I                                             | 49                           | 40       | 54  | +14                            |                  | <ul style="list-style-type: none"> <li>ARC-recommended increase in the top three Classes and reduction in Class IV is a justified approach in view of the need for positions such as Deputy/Assistant Collector, Chemist, Supervisor (Class I), Inspector, Administrative Officer (Class II) and Data Entry Operator (Class III). The positions of Sepoys and <i>Laskar</i> have been recommended for abolition (Class IV).</li> </ul> | I     | +14                                                |
|                       |                                | II                                            | 209                          | 152      | 207 | +55                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                        | II    | +55                                                |
|                       |                                | III                                           | 273                          | 217      | 224 | +7                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                        | III   | +7                                                 |
|                       |                                | IV                                            | 262                          | 244      | 232 | -12                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                        | IV    | -12                                                |
|                       |                                | Total                                         | 793                          | 653      | 717 | +64                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                        | Total | +64                                                |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                              |          |     |                                |                  | <ul style="list-style-type: none"> <li>However, this agency, which combats smugglers and illegal arm dealers round the year, may consider employing some Intelligence Officers to place them under the jurisdiction of Additional Collector. Intelligence side of this agency needs strengthening</li> </ul>                                                                                                                           |       |                                                    |

<sup>25</sup> Currently sanctioned posts

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------|----------|-----|--------------------------------|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam     | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                               |       |                                                    |
|                       |                                | I                                             | 52       | 48       | 60  | +12                            |                  | <ul style="list-style-type: none"> <li>ARC-proposed increase in the top three Classes seems essential (e.g. Joint Collector, Supervisor in Class I, Inspector in Class II and Head Assistant, UDA, Cashier etc in Class III). Some positions of <i>Sepoys</i> have been recommended for abolition.</li> </ul> | I     | +12                                                |
|                       |                                | II                                            | 239      | 165      | 231 | +66                            |                  |                                                                                                                                                                                                                                                                                                               | II    | +66                                                |
|                       |                                | III                                           | 249      | 129      | 260 | +131                           |                  |                                                                                                                                                                                                                                                                                                               | III   | +131                                               |
|                       |                                | IV                                            | 369      | 307      | 291 | -16                            |                  |                                                                                                                                                                                                                                                                                                               | IV    | -16                                                |
|                       |                                | Total                                         | 909      | 649      | 842 | +193                           |                  |                                                                                                                                                                                                                                                                                                               | Total | +193                                               |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |          |          |     |                                |                  | <ul style="list-style-type: none"> <li>However, this agency, which combats smugglers and illegal arm dealers round the year, may consider employing some Intelligence Officers to place them under the jurisdiction of Additional Collector. Intelligence side of this agency needs strengthening</li> </ul>  |       |                                                    |

<sup>26</sup> Currently sanctioned posts

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower                     |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                      | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|------------------------------|----------|-----|--------------------------------|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee <sup>19</sup> | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                     |       |                                                    |
| 1992                  |                                | I                                             | 42                           | 38       | 50  | +12                            |                  | • In view of the challenge facing this organisation the ARC-proposed 8 new positions of Deputy/Assistant Collector, Assistant Programmer and Supervisor (Class I) is a justified change. Basically, the increase in Class II, III and IV positions is to fill in the sanctioned positions. The proposed manpower structure should be considered for implementation. | I     | +12                                                |
|                       |                                | II                                            | 176                          | 145      | 178 | +33                            |                  |                                                                                                                                                                                                                                                                                                                                                                     | II    | +33                                                |
|                       |                                | III                                           | 185                          | 140      | 183 | +43                            |                  |                                                                                                                                                                                                                                                                                                                                                                     | III   | +43                                                |
|                       |                                | IV                                            | 237                          | 228      | 239 | +11                            |                  |                                                                                                                                                                                                                                                                                                                                                                     | IV    | +11                                                |
|                       |                                | Total                                         | 640                          | 551      | 650 | +99                            |                  |                                                                                                                                                                                                                                                                                                                                                                     | Total | +99                                                |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                              |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                     |       |                                                    |

<sup>19</sup> Currently sanctioned posts

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower                     |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                      | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|------------------------------|----------|-----|--------------------------------|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee <sup>16</sup> | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                     |       |                                                    |
| 1992                  |                                | I                                             | 14                           | 6        | 18  | +12                            |                  | <ul style="list-style-type: none"><li>The proposed increase is justified on the ground that this newly-created organisation has an important mandate to perform, i.e. survey for tax assessment all over the country, fixation of tax, investigation cases of evasion and fraud etc. To carry out these functions this organisation need country-wide network which ARC also recommended.</li></ul> | I     | +12                                                |
|                       |                                | II                                            | 6                            | 4        | 7   | +3                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                     | II    | +3                                                 |
|                       |                                | III                                           | 139                          | 106      | 163 | +57                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                     | III   | +57                                                |
|                       |                                | IV                                            | 57                           | 55       | 45  | -10                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                     | IV    | -10                                                |
|                       |                                | Total                                         | 216                          | 171      | 233 | +62                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                     | Total | +62                                                |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                              |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                     |       |                                                    |

<sup>16</sup> In 1992 the National Board of Revenue (NBR), under an Order No. Sama/Osobi-2/Misc-18/91/93-94 of the Internal Resources Division, brought about a major structural change in the tax department. A total of 22 new Tax Zones, Tax Appeal Zone etc were created. The figures below are currently sanctioned. This organisation was created after Enam Committee produced its report

| Date of Establishment                         | ARC Proposal on Reorganisation | Class | Manpower                     |          |     |                                | PARC's Comment   | Class                                                                                                                                                                     | Cumulative Impact of ARC and PARC on Existing Size |     |
|-----------------------------------------------|--------------------------------|-------|------------------------------|----------|-----|--------------------------------|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|-----|
|                                               |                                |       | Enam Committee <sup>30</sup> | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                           |                                                    |     |
| 1985                                          |                                | I     | 19                           | 14       | 19  | +5                             |                  | <ul style="list-style-type: none"><li>The proposed manpower size is smaller than the sanctioned one. ARC-proposed increase from the existing size is justified.</li></ul> | I                                                  | +5  |
|                                               |                                | II    |                              |          |     |                                |                  |                                                                                                                                                                           | II                                                 |     |
|                                               |                                | III   | 61                           | 29       | 40  | +11                            |                  |                                                                                                                                                                           | III                                                | +11 |
|                                               |                                | IV    | 31                           | 25       | 42  | +17                            |                  |                                                                                                                                                                           | IV                                                 | +17 |
|                                               |                                | Total | 111                          | 68       | 101 | +33                            |                  |                                                                                                                                                                           | Total                                              | +33 |
| IMPLICATION FOR CHANGE: Expansion of manpower |                                |       |                              |          |     |                                |                  |                                                                                                                                                                           |                                                    |     |

<sup>30</sup> Currently sanctioned posts

ARC Volume # 16

Serial # 3

Organisation : Turnover Tax Assessment Commission

Ministry : Finance (internal Resources Division)

| Date of Establishment | ARC Proposal on Reorganisation | Class                                    | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                             | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|------------------------------------------|----------------|----------|-----|--------------------------------|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                          | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                            |       |                                                    |
| 1994                  |                                | I                                        | N/A            | N/A      | 8   | N/A                            |                  | • It is a new organisation, mainly dealing with appeal cases against the decisions of Divisional Officers on Turnover tax to expedite revenue generation process. The manpower structure looks reasonable. | I     |                                                    |
|                       |                                | II                                       |                |          |     |                                |                  |                                                                                                                                                                                                            | II    |                                                    |
|                       |                                | III                                      |                |          | 21  |                                |                  |                                                                                                                                                                                                            | III   |                                                    |
|                       |                                | IV                                       |                |          | 17  |                                |                  |                                                                                                                                                                                                            | IV    |                                                    |
|                       |                                | Total                                    |                |          | 46  |                                |                  |                                                                                                                                                                                                            | Total |                                                    |
|                       |                                | IMPLICATION FOR CHANGE: New organisation |                |          |     |                                |                  |                                                                                                                                                                                                            |       |                                                    |

ARC Volume # 16

Serial # 4

Organisation : Tax Settlement Commission

Ministry : Finance (Internal Resources Division)

| Date of Establishment | ARC Proposal on Reorganisation | Class                                    | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                      | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|------------------------------------------|----------------|----------|-----|--------------------------------|------------------|---------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                          | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                     |       |                                                    |
| 1994                  |                                | I                                        | N/A            | N/A      | 7   | N/A                            |                  | • It is a new organisation, created to settle tax cases rapidly. The ARC-proposed manpower structure is acceptable. | I     |                                                    |
|                       |                                | II                                       |                |          |     |                                |                  |                                                                                                                     | II    |                                                    |
|                       |                                | III                                      |                |          | 22  |                                |                  |                                                                                                                     | III   |                                                    |
|                       |                                | IV                                       |                |          | 14  |                                |                  |                                                                                                                     | IV    |                                                    |
|                       |                                | Total                                    |                |          | 43  |                                |                  |                                                                                                                     | Total |                                                    |
|                       |                                | IMPLICATION FOR CHANGE: New organisation |                |          |     |                                |                  |                                                                                                                     |       |                                                    |

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower                     |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|------------------------------|----------|-----|--------------------------------|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam committee <sup>3*</sup> | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |       |                                                    |
| 1992                  |                                | I                                             | 32                           | 24       | 32  | +8                             |                  | <ul style="list-style-type: none"><li>The assessment of ARC on manpower set-up in this Tax Zone and the following five Tax Zones (i.e. Tax Zone 2-6) was comprehensive. In case of all the Tax Zones, the Committee has recommended for additional manpower to cope with the challenge of increasing volume of tasks. In most cases, additional class I posts of Deputy Tax Commissioner and assistant Tax Commissioner and the corresponding class II (e.g. Additional Assistant Tax Commissioners, Supervisor) and class III and N posts were created ARC recommended set-up should be accepted for implementation.</li></ul> | I     | +8                                                 |
|                       |                                | II                                            | 15                           | 8        | 16  | +8                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | II    | +8                                                 |
|                       |                                | III                                           | 180                          | 169      | 210 | +41                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | III   | +41                                                |
|                       |                                | IV                                            | 124                          | 118      | 140 | +22                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | IV    | +22                                                |
|                       |                                | Total                                         | 351                          | 319      | 398 | +79                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Total | +79                                                |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                              |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |       |                                                    |

<sup>31</sup> ARC has shown the organograms of six Tax Zones in Dhaka (i.e. Tax Zones 1-6) under Serial # 2 in its Volume # 13

<sup>32</sup> Currently sanctioned posts (in this and the following five Tax Zones (i.e. Tax Zones 1-6)

ARC Volume # 13

Serial # 2B

Organisation : Tax Commissioner's Office, Tax Zone-2, Dhaka

Ministry : Finance (Internal Resources Division)

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                               | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                              |       |                                                    |
| 1992                  |                                | I                                             | 32             | 25       | 32  | +7                             |                  | • Should be accepted for implementation. See table Serial# 2A ARC Volume# 13 | I     | +7                                                 |
|                       |                                | II                                            | 15             | 8        | 15  | +7                             |                  |                                                                              | II    | +7                                                 |
|                       |                                | III                                           | 180            | 173      | 208 | +35                            |                  |                                                                              | III   | +35                                                |
|                       |                                | IV                                            | 124            | 120      | 140 | +20                            |                  |                                                                              | IV    | +20                                                |
|                       |                                | Total                                         | 351            | 326      | 395 | +69                            |                  |                                                                              | Total | +69                                                |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                                              |       |                                                    |

Organisation : Tax Commissioner's Office, Tax Zone-3, Dhaka

Ministry : Finance (Internal Resources Division)

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                | PARC's Comment   | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |       |                                                    |
| 1992                  |                                | I                                             | 32             | 18       | 34  | +16                            |                  | I     | +16                                                |
|                       |                                | II                                            | 15             | 9        | 16  | +7                             |                  | II    | +7                                                 |
|                       |                                | III                                           | 180            | 164      | 228 | +64                            |                  | III   | +64                                                |
|                       |                                | IV                                            | 124            | 121      | 152 | +31                            |                  | IV    | +31                                                |
|                       |                                | Total                                         | 351            | 312      | 430 | +118                           |                  | Total | +118                                               |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |       |                                                    |

ARC Volume # 13

Serial # 2D

Organisation : Tax Commissioner's Office, Tax Zone-4, Dhaka

Ministry : Finance (Internal Resources Division)

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                               | Class | Cumulative Impact of ARC and PARC on Existing Size |  |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|------------------------------------------------------------------------------|-------|----------------------------------------------------|--|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                              |       |                                                    |  |
| 1992                  |                                | I                                             | 32             | 21       | 32  | +11                            |                  | • Should be accepted for implementation. See table Serial# 2A ARC Volume# 13 | I     | +11                                                |  |
|                       |                                | II                                            | 14             | 9        | 16  | +7                             |                  |                                                                              | II    | +7                                                 |  |
|                       |                                | III                                           | 180            | 169      | 209 | +40                            |                  |                                                                              | III   | +40                                                |  |
|                       |                                | IV                                            | 124            | 117      | 140 | +23                            |                  |                                                                              | IV    | +23                                                |  |
|                       |                                | Total                                         | 350            | 316      | 397 | +81                            |                  |                                                                              | Total | +81                                                |  |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                                              |       |                                                    |  |
|                       |                                |                                               |                |          |     |                                |                  |                                                                              |       |                                                    |  |

ARC Volume # 13

Serial # 2E

Organisation : Tax Commissioner's Office, Tax Zone-5, Dhaka

Ministry : Finance (Internal Resources Division)

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                               | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                              |       |                                                    |
| 1992                  |                                | I                                             | 31             | 20       | 34  | +14                            |                  | • Should be accepted for implementation. See table Serial# 2A ARC Volume# 13 | I     | +14                                                |
|                       |                                | II                                            | 15             | 9        | 14  | +5                             |                  |                                                                              | II    | +5                                                 |
|                       |                                | III                                           | 177            | 165      | 206 | +41                            |                  |                                                                              | III   | +41                                                |
|                       |                                | IV                                            | 123            | 119      | 138 | +19                            |                  |                                                                              | IV    | +19                                                |
|                       |                                | Total                                         | 346            | 313      | 392 | +79                            |                  |                                                                              | Total | +79                                                |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                                              |       |                                                    |
|                       |                                |                                               |                |          |     |                                |                  |                                                                              |       |                                                    |

ARC Volume # 13

Serial # 2F

Organisation : Tax Commissioner's Office, Tax Zone-6, Dhaka

Ministry : Finance (Internal Resources Division)

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                               | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                              |       |                                                    |
| 1992                  |                                | I                                             | 31             | 25       | 27  | +2                             |                  | • Should be accepted for implementation. See table Serial# 2A ARC Volume# 13 | I     | +2                                                 |
|                       |                                | II                                            | 15             | 6        | 20  | +14                            |                  |                                                                              | II    | +14                                                |
|                       |                                | III                                           | 177            | 165      | 200 | +35                            |                  |                                                                              | III   | +35                                                |
|                       |                                | IV                                            | 123            | 116      | 132 | +16                            |                  |                                                                              | IV    | +16                                                |
|                       |                                | Total                                         | 346            | 312      | 379 | +67                            |                  |                                                                              | Total | +67                                                |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                                              |       |                                                    |

ARC Volume # 7

Serial # 1

Organisation : Commissioner of Taxes (Appeal), Tax Appeal Zone, Dhaka-1      Ministry : Finance

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower                        |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                               | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|---------------------------------|----------|-----|--------------------------------|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee (approved later) | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                              |       |                                                    |
| 1992                  |                                | I                                             | 7                               | 7        | 8   | +1                             |                  | <ul style="list-style-type: none"><li>ARC proposed manpower set-up should be accepted for implementation because the workload is less compared to the existing manpower</li><li>The other proposal of ARC to charge Taka 500 as fees for appeal should also be implemented for revenue generation.</li></ul> | I     | +1                                                 |
|                       |                                | II                                            | 1                               | 1        | 1   |                                |                  |                                                                                                                                                                                                                                                                                                              | II    |                                                    |
|                       |                                | III                                           | 39                              | 28       | 29  | +1                             |                  |                                                                                                                                                                                                                                                                                                              | III   | +1                                                 |
|                       |                                | IV                                            | 25                              | 20       | 13  | -7                             |                  |                                                                                                                                                                                                                                                                                                              | IV    | -7                                                 |
|                       |                                | Total                                         | 72                              | 56       | 51  | -5                             |                  |                                                                                                                                                                                                                                                                                                              | Total | -5                                                 |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                                 |          |     |                                |                  |                                                                                                                                                                                                                                                                                                              |       |                                                    |

Organisation : Commissioner of Taxes (Appeal), Tax Appeal Zone, Dhaka-2      Ministry : Finance

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                               | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                              |       |                                                    |
| 1992                  |                                | I                                             | 7              | 6        | 8   | +2                             |                  | <ul style="list-style-type: none"><li>ARC proposed manpower set-up should be accepted for implementation because the workload is less compared to the existing manpower</li><li>The other proposal of ARC to charge Taka 500 as fees for appeal should also be implemented for revenue generation.</li></ul> | I     | +2                                                 |
|                       |                                | II                                            | 1              |          | 1   | +1                             |                  |                                                                                                                                                                                                                                                                                                              | II    | +1                                                 |
|                       |                                | III                                           | 39             | 25       | 29  | +4                             |                  |                                                                                                                                                                                                                                                                                                              | III   | +4                                                 |
|                       |                                | IV                                            | 25             | 19       | 13  | -6                             |                  |                                                                                                                                                                                                                                                                                                              | IV    | -6                                                 |
|                       |                                | Total                                         | 72             | 50       | 51  | +1                             |                  |                                                                                                                                                                                                                                                                                                              | Total | +1                                                 |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                              |       |                                                    |

ARC Volume # 7

Serial # 3

Organisation : Commissioner of Taxes (Appeal), Tax Appeal Zone, Dhaka-3      Ministry : Finance

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                               | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                              |       |                                                    |
| 1992                  |                                | I                                             | 7              | 5        | 8   | +3                             |                  | <ul style="list-style-type: none"><li>ARC proposed manpower set-up should be accepted for implementation because the workload is less compared to the existing manpower</li><li>The other proposal of ARC to charge Taka 500 as fees for appeal should also be implemented for revenue generation.</li></ul> | I     | +3                                                 |
|                       |                                | II                                            | 1              | 1        | 1   |                                |                  |                                                                                                                                                                                                                                                                                                              | II    |                                                    |
|                       |                                | III                                           | 39             | 31       | 29  | -2                             |                  |                                                                                                                                                                                                                                                                                                              | III   | -2                                                 |
|                       |                                | IV                                            | 25             | 22       | 13  | -9                             |                  |                                                                                                                                                                                                                                                                                                              | IV    | -9                                                 |
|                       |                                | Total                                         | 72             | 59       | 51  | -8                             |                  |                                                                                                                                                                                                                                                                                                              | Total | -8                                                 |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                              |       |                                                    |

ARC Volume # 11

Serial # 1

Organisation : Office of the Tax Commissioner  
Tax Zone-1, Chittagong

Ministry : Finance (Internal Resources Division)

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower                     |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|------------------------------|----------|-----|--------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee <sup>22</sup> | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                               |       |                                                    |
| 1992                  |                                | I                                             | 32                           | 25       | 26  | +1                             |                  | • ARC proposed manpower structure should be implemented. It recommended for a optimum size by abolishing the unnecessary positions (e.g. Assistant Tax Commissioners in Class I, Typists in Class III and MLSS in Class IV) and creating new positions of Additional Assistant tax Commissioners and Supervisors in Class II. | I     | +1                                                 |
|                       |                                | II                                            | 16                           | 8        | 21  | +13                            |                  |                                                                                                                                                                                                                                                                                                                               | II    | +13                                                |
|                       |                                | III                                           | 180                          | 169      | 140 | -29                            |                  |                                                                                                                                                                                                                                                                                                                               | III   | -29                                                |
|                       |                                | IV                                            | 133                          | 129      | 102 | -27                            |                  |                                                                                                                                                                                                                                                                                                                               | IV    | -27                                                |
|                       |                                | Total                                         | 361                          | 331      | 289 | -42                            |                  |                                                                                                                                                                                                                                                                                                                               | Total | -42                                                |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                              |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                               |       |                                                    |

<sup>22</sup> Currently sanctioned posts

Organisation : Office of the Tax Commissioner  
Tax Zone-2, Chittagong

Ministry : Finance (Internal Resources Division)

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower                     |          |     |                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                     | PARC's Comment | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|------------------------------|----------|-----|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee <sup>23</sup> | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC                                                                                                                                                                                                                                                                                                                                                                                                                                    |                |       |                                                    |
| 1992                  |                                | I                                             | 31                           | 23       | 32  | +9                             | <ul style="list-style-type: none"><li>ARC proposed manpower structure should be implemented. It recommended for a optimum size by abolishing the unnecessary positions (e.g. Additional Tax Commissioners in Class I, Additional assistant Tax Commissioners in Class II, Supervisors in Class III and MLSS in Class IV) and recommended for filling in sanctioned positions of Deputy Tax Commissioners and Assistant Tax Commissioners.</li></ul> | I              | +9    |                                                    |
|                       |                                | II                                            | 15                           | 15       | 5   | -10                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                     | II             | -10   |                                                    |
|                       |                                | III                                           | 171                          | 171      | 159 | -12                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                     | III            | -12   |                                                    |
|                       |                                | IV                                            | 128                          | 126      | 122 | -4                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                     | IV             | -4    |                                                    |
|                       |                                | Total                                         | 345                          | 335      | 318 | -17                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Total          | -17   |                                                    |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                              |          |     |                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                |       |                                                    |

<sup>23</sup> Currently sanctioned posts

Organisation : Office of the Tax Commissioner  
Tax Zone-3, Chittagong

Ministry : Finance (Internal Resources Division)

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower |          |     |                                |                  | PARC's Comment                                                                             | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------|----------|-----|--------------------------------|------------------|--------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam     | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                            |       |                                                    |
| 1992                  |                                | I                                             | 30       | 14       | 34  | +20                            |                  | • Should be implemented. The proposed increase and cut from the existing size is rational. | I     | +20                                                |
|                       |                                | II                                            | 16       | 9        | 12  | +3                             |                  |                                                                                            | II    | +3                                                 |
|                       |                                | III                                           | 172      | 154      | 136 | -18                            |                  |                                                                                            | III   | -18                                                |
|                       |                                | IV                                            | 128      | 126      | 111 | -15                            |                  |                                                                                            | IV    | -15                                                |
|                       |                                | Total                                         | 346      | 303      | 293 | -10                            |                  |                                                                                            | Total | -10                                                |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |          |          |     |                                |                  |                                                                                            |       |                                                    |

ARC Volume # 7

Serial # 5

Organisation : Organisation : Commissioner of Taxes (Appeal), Tax Appeal Zone, Chittagong

Ministry : Finance

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                              | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                             |       |                                                    |
| 1992                  |                                | I                                             | 7              | 5        | 8   | +3                             |                  | <ul style="list-style-type: none"><li>ARC proposed manpower set-up should be accepted for implementation because the workload is less compared to the existing manpower</li><li>The other proposal of ARC to charge Taka 500 as fees for appeal should also be implemented for revenue generation</li></ul> | I     | +3                                                 |
|                       |                                | II                                            | 1              | 1        | 1   |                                |                  |                                                                                                                                                                                                                                                                                                             | II    |                                                    |
|                       |                                | III                                           | 39             | 32       | 29  | -3                             |                  |                                                                                                                                                                                                                                                                                                             | III   | -3                                                 |
|                       |                                | IV                                            | 25             | 24       | 13  | -11                            |                  |                                                                                                                                                                                                                                                                                                             | IV    | -11                                                |
|                       |                                | Total                                         | 72             | 62       | 51  | -11                            |                  |                                                                                                                                                                                                                                                                                                             | Total | -11                                                |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                             |       |                                                    |

ARC Volume # 12

Serial # 3

Organisation : Tax Commissioner's Office  
Tax Zone, Rajshahi

Ministry : Finance (Internal Resources Division)

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower                     |          |     |                                |                  | PARC's Comment                                                                                           | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|------------------------------|----------|-----|--------------------------------|------------------|----------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee <sup>29</sup> | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                          |       |                                                    |
| 1992                  |                                | I                                             | 30                           | 18       | 29  | +1 I                           |                  | The proposed increase from existing size (in class I and II) and cut from class III and IV is justified. | I     | +11                                                |
|                       |                                | II                                            | 47                           | 35       | 38  | +3                             |                  |                                                                                                          | II    | +3                                                 |
|                       |                                | III                                           | 149                          | 149      | 123 | -26                            |                  |                                                                                                          | III   | -26                                                |
|                       |                                | IV                                            | 135                          | 135      | 102 | -33                            |                  |                                                                                                          | IV    | -33                                                |
|                       |                                | Total                                         | 361                          | 337      | 292 | -45                            |                  |                                                                                                          | Total | -45                                                |
|                       |                                | IMPLICATION FOR CHANGE: Reduction in manpower |                              |          |     |                                |                  |                                                                                                          |       |                                                    |

<sup>29</sup> Currently sanctioned posts

Organisation : Office of the Tax Commissioner (Tax Zone - Khulna) Ministry : Finance (Internal Resources Division)

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower                     |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                    | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|------------------------------|----------|-----|--------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee <sup>17</sup> | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                   |       |                                                    |
| 1992                  |                                | I                                             | 31                           | 21       | 39  | +18                            |                  | Creation of additional posts of Deputy Tax Commissioner and Assistant Tax Commissioner (Class 1) and abolition of posts of Additional Assistant Tax Commissioner (Class II) is a good ARC idea. In view of the challenging role played by this office and its recorded performance (revenue income increased from Tk 316 million in 1990-91 to tk 522 million in 1992-93), the ARC proposed manpower is rational. | I     | +18                                                |
|                       |                                | II                                            | 17                           | 8        | 5   | -3                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                                   | II    | -3                                                 |
|                       |                                | III                                           | 183                          | 175      | 172 | -3                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                                   | III   | -3                                                 |
|                       |                                | IV                                            | 136                          | 112      | 131 | +19                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                   | IV    | +19                                                |
|                       |                                | Total                                         | 367                          | 316      | 347 | +31                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                   | Total | +31                                                |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                              |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                   |       |                                                    |

<sup>17</sup> The figures below are currently sanctioned. This organisation was created after Enam Committee produced its report

Organisation : Commissioner of Taxes (Appeal), Tax Appeal Zone, Khulna

Ministry : Finance

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                    | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                   |       |                                                    |
| 1992                  |                                | I                                             | 7              | 6        | 8   | +2                             |                  | <ul style="list-style-type: none"><li>ARC proposed manpower set-up should be accepted for implementation. Compared to Enam Committee proposal, the ARC's recommended manpower size is less, but it has become higher than the existing size.</li><li>The other proposal of ARC to charge Taka 500 as fees for appeal should also be implemented for revenue generation.</li></ul> | I     | +2                                                 |
|                       |                                | II                                            | 1              | 1        | 1   |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                   | II    |                                                    |
|                       |                                | III                                           | 39             | 20       | 29  | +9                             |                  |                                                                                                                                                                                                                                                                                                                                                                                   | III   | +9                                                 |
|                       |                                | IV                                            | 25             | 15       | 13  | -2                             |                  |                                                                                                                                                                                                                                                                                                                                                                                   | IV    | -2                                                 |
|                       |                                | Total                                         | 72             | 42       | 51  | +9                             |                  |                                                                                                                                                                                                                                                                                                                                                                                   | Total | +9                                                 |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                   |       |                                                    |

ARC Volume # 12

Serial # 2

Organisation : Directorate of Inspection and Audit  
(Customs, Excise and VAT)

Ministry : Finance (Internal resources Division)

| Date of Establishment | ARC Proposal on Reorganisation                                                                                                                                                                                                                                                                            | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                                                                                                                                                                                                                                                                                           |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |       |                                                    |
| 1993                  | The organisation was initially known as the Directorate of Inspection and Training. Later, Customs Training Academy was separated. In 1993 the responsibility of auditing was given to this Directorate. In the light of the changed circumstances, an expanded organisational set-up was proposed by ARC | I                                             | 8              | 8        | 24  | +16                            |                  | <ul style="list-style-type: none"><li>Under the expanded organisational set-up the ARC proposed increase in the number of class I positions (e.g. Deputy Director, Assistant director, Assistant Programmer, Superintendent) and class II positions (e.g. Inspector) is justified.</li><li>However, the number of class III staff can still be reduced from 23 to 20. The three positions of typists – one under Asst Director (Admn), and two under Deputy Director (Audit) are unnecessary.</li></ul> | I     | +16                                                |
|                       |                                                                                                                                                                                                                                                                                                           | II                                            | 4              | 4        | 15  | +11                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | II    | +11                                                |
|                       |                                                                                                                                                                                                                                                                                                           | III                                           | 17             | 12       | 23  | +11                            | -3               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | III   | +11<br>-3 (PARC)<br>[Typists-3]                    |
|                       |                                                                                                                                                                                                                                                                                                           | IV                                            | 9              | 8        | 12  | +4                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | IV    | +4                                                 |
|                       |                                                                                                                                                                                                                                                                                                           | Total                                         | 38             | 32       | 74  | +42                            | -3               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Total | +39                                                |
|                       |                                                                                                                                                                                                                                                                                                           | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |       |                                                    |
|                       |                                                                                                                                                                                                                                                                                                           |                                               |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |       |                                                    |

ARC Volume # 17

Serial # 2

Organisation : Customs, Excise and VAT Appeal Tribunal

Ministry : Finance (Internal Resources Division)

| Date of Establishment | ARC Proposal on Reorganisation | Class                                    | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                              | Class | Cumulative Impact of ARC and PARC on Existing Size |  |
|-----------------------|--------------------------------|------------------------------------------|----------------|----------|-----|--------------------------------|------------------|---------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|--|
|                       |                                |                                          | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                             |       |                                                    |  |
| 1995                  |                                | I                                        | N/A            | N/A      | 5   |                                |                  | • It is a new organisation, created to settle customs, excise and VAT appeal cases rapidly. The ARC-proposed manpower structure is optimal. | I     |                                                    |  |
|                       |                                | II                                       |                |          | 1   |                                |                  |                                                                                                                                             | II    |                                                    |  |
|                       |                                | III                                      |                |          | 19  |                                |                  |                                                                                                                                             | III   |                                                    |  |
|                       |                                | IV                                       |                |          | 7   |                                |                  |                                                                                                                                             | IV    |                                                    |  |
|                       |                                | Total                                    |                |          | 32  |                                |                  |                                                                                                                                             | Total |                                                    |  |
|                       |                                | IMPLICATION FOR CHANGE: New organisation |                |          |     |                                |                  |                                                                                                                                             |       |                                                    |  |
|                       |                                |                                          |                |          |     |                                |                  |                                                                                                                                             |       |                                                    |  |

Organisation : Directorate of Customs Intelligence and Investigation    Ministry : Finance (Internal Resources Division)

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                             | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                            |       |                                                    |
| Not mentioned         |                                | I                                             | 31             | 31       | 29  | -2                             |                  | <ul style="list-style-type: none"> <li>ARC proposed organisational and manpower structure is acceptable. The increase in the number of Intelligence Officer (Class II) LDAs (Class III) was deemed necessary by the Committee. On the other hand, it did not rightly see the need for <i>Sepoys</i> in this organisation (Class IV).</li> </ul>                            | I     | -2                                                 |
|                       |                                | II                                            | 60             | 60       | 62  | +2                             |                  |                                                                                                                                                                                                                                                                                                                                                                            | II    | +2                                                 |
|                       |                                | III                                           | 66             | 61       | 76  | +15                            |                  |                                                                                                                                                                                                                                                                                                                                                                            | III   | +15                                                |
|                       |                                | IV                                            | 82             | 81       | 75  | -6                             |                  |                                                                                                                                                                                                                                                                                                                                                                            | IV    | -6                                                 |
|                       |                                | Total                                         | 239            | 233      | 242 | +9                             |                  |                                                                                                                                                                                                                                                                                                                                                                            | Total | +9                                                 |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  | <ul style="list-style-type: none"> <li>However, the Directorate may consider the inclusion <b>cypher(s)</b> for dealing with such crimes as drug-trafficking, poison-smuggling, arms smuggling etc with which international criminals <b>with</b> their hi-tech support systems are involved. Activities of these two proposed positions can be contracted out.</li> </ul> |       |                                                    |

ARC Volume # 6

Serial # 11

Organisation : Directorate of Excise Exemption and Rebate

Ministry : Finance

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower         |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                          | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|------------------|----------|-----|--------------------------------|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam . Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                         |       |                                                    |
| 1987                  |                                | I                                             | 14               | 8        | 15  | +7                             |                  | <ul style="list-style-type: none"><li>The increased volume of work is demonstrated by the amount of money rebated over a two year period (From Taka 418 million in 1991-92 to Taka 1116 million in 1992-93)</li><li>ARC proposed increase in manpower is justified, given that the creation of two positions of Chief Value Assessor and Assistant Programmer are necessary to cope with the tasks of this busy organisation.</li></ul> | I     | +7                                                 |
|                       |                                | II                                            | 5                | 4        | 8   | +4                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                         | II    | +4                                                 |
|                       |                                | III                                           | 15               | 12       | 19  | +7                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                         | III   | +7                                                 |
|                       |                                | IV                                            | 11               | 9        | 12  | +3                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                         | IV    | +3                                                 |
|                       |                                | Total                                         | 45               | 33       | 54  | +21                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                         | Total | +21                                                |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                  |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                         |       |                                                    |
|                       |                                |                                               |                  |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                         |       |                                                    |

ARC Volume # 13

Serial # 3

Organisation : Directorate of Complaints (Investigations)

Ministry : Finance (Internal Resources Division)

| Date of Establishment | ARC Proposal on Reorganisation | Class                                                                          | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                              | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|--------------------------------------------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                                                                | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                             |       |                                                    |
| 1968                  | • Abolition                    | I                                                                              | 9              |          |     |                                |                  | • There are separate organisational arrangements for inspection and audit of tax, customs, excise and VAT. Therefore ARC recommended for the abolition of this organisation | I     |                                                    |
|                       |                                | II                                                                             |                |          |     |                                |                  |                                                                                                                                                                             | II    |                                                    |
|                       |                                | III                                                                            | 20             |          |     |                                |                  |                                                                                                                                                                             | III   |                                                    |
|                       |                                | IV                                                                             | 9              |          |     |                                |                  |                                                                                                                                                                             | IV    |                                                    |
|                       |                                | Total                                                                          | 38             |          |     |                                |                  |                                                                                                                                                                             | Total |                                                    |
|                       |                                | IMPLICATION FOR CHANGE: Directorate of Complaints under NBR will be abolished. |                |          |     |                                |                  |                                                                                                                                                                             |       |                                                    |

ARC Volume # 16

Serial #5

Organisation : Directorate of National Savings

Ministry : Finance (Internal Resources Division)

| Date of Establishment                                                        | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Class | Cumulative Impact of ARC and PARC on Existing Size |
|------------------------------------------------------------------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                                                                              |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |       |                                                    |
| Not mentioned (originally created in 1947 as Pakistan Savings Centre Bureau) |                                | I                                             | 78             | 61       | 35  | -26                            |                  | <ul style="list-style-type: none"><li>In 1989, a Committee, set-up by the President's Secretariat, recommended for the abolition of Savings Bureaus and suggested to involve national commercial banks to provide the service of selling prize bonds etc. ARC however proposed to reduce the number of employees by substantial number in the interest of national savings. The reduced set-up is a moderate one – mainly affecting Assistant Directors (class I), UDAs/LDAs (class III) and MLSS (class IV).</li></ul> | I     | -26                                                |
|                                                                              |                                | II                                            |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | II    |                                                    |
|                                                                              |                                | III                                           | 220            | 200      | 152 | -48                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | III   | -48                                                |
|                                                                              |                                | IV                                            | 109            | 104      | 85  | -19                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | IV    | -19                                                |
|                                                                              |                                | Total                                         | 407            | 365      | 272 | -93                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Total | -93                                                |
|                                                                              |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |       |                                                    |

ARC Volume # 14

Serial # 2

Organisation : Department of Tax Intelligence and Internal Audit

Ministry : Finance (internal Resources Division)

| Date of Establishment                                                                                                   | ARC Proposal on Reorganisation                                                                    | Class                                                                                                                     | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                           | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|----------------|----------|-----|--------------------------------|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                                                                                                                         |                                                                                                   |                                                                                                                           | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                          |       |                                                    |
| Proposed new organisation merging the Department of Intelligence & Investigation and the Directorate of Tax Inspections | • Merger of the Department of Intelligence & Investigation and the Directorate of Tax Inspections | I                                                                                                                         | 21             | 13       | 11  | -2                             |                  | • The exisiting Tax administration structures perform the functions of tax inspection. Therefore there is no need for a separate Directorate for tax inspection. The proposed merger of the two organisations is ideal.<br>• Reduction of mostly UDAs,LDAs and MLSS is also right in line with some 8 class I positions to be abolished. | I     | -2                                                 |
|                                                                                                                         |                                                                                                   | II                                                                                                                        | 2              | 1        | 1   |                                |                  |                                                                                                                                                                                                                                                                                                                                          | II    |                                                    |
|                                                                                                                         |                                                                                                   | III                                                                                                                       | 117            | 99       | 43  | -56                            |                  |                                                                                                                                                                                                                                                                                                                                          | III   | -56                                                |
|                                                                                                                         |                                                                                                   | IV                                                                                                                        | 47             | 45       | 15  | -30                            |                  |                                                                                                                                                                                                                                                                                                                                          | IV    | -30                                                |
|                                                                                                                         |                                                                                                   | Total                                                                                                                     | 187            | 158      | 70  | -88                            |                  |                                                                                                                                                                                                                                                                                                                                          | Total | -88                                                |
|                                                                                                                         |                                                                                                   | IMPLICATION FOR CHANGE: Department of Tax Intelligence and Investigation will be merged with Taxes Inspection Department. |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                          |       |                                                    |

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Class | Cumulative Impact of ARC and PARC on Existing Sire |  |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|--|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |       |                                                    |  |
| Not mentioned         |                                | I                                             | 36             | 36       | 43  | +7                             |                  | <ul style="list-style-type: none"><li>ARC-proposed expansion in all classes except class III is acceptable on the ground that it felt the need for expanding the structure of this very important organisation to create space for research and development, computerisation, International branch, training branch, O&amp;M branch, and library. At the same time the Committee appropriately saw no need for keeping the class II positions of Superintendents.</li></ul> | I     | +7                                                 |  |
|                       |                                | II                                            | 45             | 45       | 29  | -16                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | II    | -16                                                |  |
|                       |                                | III                                           | 81             | 69       | 84  | +15                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | III   | +15                                                |  |
|                       |                                | IV                                            | 35             | 32       | 51  | +19                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | IV    | +19                                                |  |
|                       |                                | Total                                         | 197            | 182      | 207 | +25                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Total | +25                                                |  |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |       |                                                    |  |
|                       |                                |                                               |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |       |                                                    |  |

ARC Volume # 8

Serial # 1

Organisation : Department of Civil Accounts Audit

Ministry : Finance

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower                        |          |     |                                |                  | PARC's Comment                                                                                                                                                 | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|---------------------------------|----------|-----|--------------------------------|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee (approved later) | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                |       |                                                    |
| 1985                  |                                | I                                             | 38                              | 38       | 61  | +23                            |                  | • Considering the territorial and functional coverage and the merger of External Audit sector with this organisation, the proposed manpower size is acceptable | I     | +23                                                |
|                       |                                | II                                            | 35                              | 35       | 74  | +39                            |                  |                                                                                                                                                                | II    | +39                                                |
|                       |                                | III                                           | 219                             | 162      | 174 | +12                            |                  |                                                                                                                                                                | III   | +12                                                |
|                       |                                | IV                                            | 22                              | 21       | 25  | +4                             |                  |                                                                                                                                                                | IV    | +4                                                 |
|                       |                                | Total                                         | 314                             | 256      | 334 | +78                            |                  |                                                                                                                                                                | Total | +78                                                |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                                 |          |     |                                |                  |                                                                                                                                                                |       |                                                    |

ARC Volume # 8

Serial # 6

Organisation : Office of the Director, Commercial Audit

Ministry : Finance

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |       |                                                    |
| Not mentioned         |                                | I                                             | 141            | 141      | 134 | -7                             |                  | * Given the degree of reported financial <b>corruption (e.g. misappropriation of funds)</b> in the state-owned enterprises, banks and financial institutions, auditing is a crucial function. Existing audit methods are traditional, and mostly done by class III officials. The ARC proposed change in the audit structure by incorporating Special Audit Teams with class I officials is a good approach, which also rationalises a substantial reduction in the size of class III and III personnel. PARC should accept the ARC proposal for recommendation. The present context, which also signals that the number of <b>SOEs</b> is likely to decline in future, further supports ARC proposal. | I     | -7                                                 |
|                       |                                | II                                            | 264            | 231      | 68  | -163                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | II    | -163                                               |
|                       |                                | III                                           | 556            | 524      | 196 | -328                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | III   | -328                                               |
|                       |                                | IV                                            | 88             | 88       | 55  | -33                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | IV    | -33                                                |
|                       |                                | Total                                         | 1049           | 984      | 453 | -531                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Total | -531                                               |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |       |                                                    |
|                       |                                |                                               |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |       |                                                    |

| Date<br>Established | ARC Proposal on<br>Organisation* | Class | Manpower                                      |          |     | ARC's Comment | Class                                                                                                                                                                          | Cumulative impact<br>of ARC and PARC<br>on Existing size |                                      |
|---------------------|----------------------------------|-------|-----------------------------------------------|----------|-----|---------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|--------------------------------------|
|                     |                                  |       | Exam<br>Committee                             | Existing | ARC |               |                                                                                                                                                                                |                                                          | Impact of<br>ARC on<br>Existing Size |
| 1982                |                                  | I     | 60                                            | 57       | 91  | +34           | The proposed increase in class I: will be due to new positions for effective auditing of all local government agencies. The proposed manpower structure should be implemented. | I                                                        | 4                                    |
|                     |                                  | I     | 130                                           | 128      | 112 | 14            |                                                                                                                                                                                | I                                                        | 14                                   |
|                     |                                  | II    | 347                                           | 289      | 229 | -40           |                                                                                                                                                                                | II                                                       | -40                                  |
|                     |                                  | IV    | 78                                            | 80       | 34  | -26           |                                                                                                                                                                                | IV                                                       | -26                                  |
|                     |                                  | Total | 615                                           | 512      | 488 | -48           |                                                                                                                                                                                | Total                                                    | -46                                  |
|                     |                                  |       | IMPLICATION FOR CHANGE: Reduction of manpower |          |     |               |                                                                                                                                                                                |                                                          |                                      |

ARC also recommended for training of Audit officials on audit techniques like performance audit etc and introduction of computers for creating and updating audit database.

ARC Volume # 16

Serial # 1

Organisation : Office of the Mission Audit

Ministry : Finance (Finance Division)

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                               | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                              |       |                                                    |
| Not mentioned         |                                | I                                             | 6              | 6        | 5   | -1                             |                  | • The positions of Additional Director (class I), Supervisor (class II) were deemed unnecessary by ARC. On the . other hand the Committee felt that new positions of Auditor, Data Entry Operator, Junior Auditor (class III) and 2 class IV were necessary. | I     | -1                                                 |
|                       |                                | II                                            | 5              | 5        | 4   | -1                             |                  |                                                                                                                                                                                                                                                              | II    | -1                                                 |
|                       |                                | III                                           | 17             | 10       | 13  | +3                             |                  |                                                                                                                                                                                                                                                              | III   | +3                                                 |
|                       |                                | IV                                            | 12             | 5        | 7   | +2                             |                  |                                                                                                                                                                                                                                                              | IV    | +2                                                 |
|                       |                                | Total                                         | 40             | 26       | 29  | +3                             |                  |                                                                                                                                                                                                                                                              | Total | +3                                                 |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                              |       |                                                    |

ARC Volume # 8

Serial # 7

Organisation : Office of the Director, Railway Audit

Ministry : Finance

| Date of Establishment                          | ARC Proposal on Reorganisation                                                                           | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                      | Class | Cumulative Impact of ARC and PARC on Existing Size |
|------------------------------------------------|----------------------------------------------------------------------------------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                                                |                                                                                                          |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                     |       |                                                    |
| Not mentioned (created during Pakistan period) | • A 24-manned Audit Team to work in the newly created West Zone Office of Bangladesh Railway at Rajshahi | I                                             | 18             | 18       | 28  | +10                            |                  | • To cope with the task of auditing of Railway accounts in the existing two Zonal Offices of the country (i.e. Chittagong and Rajshahi), the proposed increase in manpower from existing 193 to 233 is permissible. | I     | +10                                                |
|                                                |                                                                                                          | II                                            | 35             | 34       | 40  | +6                             |                  |                                                                                                                                                                                                                     | II    | +6                                                 |
|                                                |                                                                                                          | III                                           | 135            | 121      | 137 | +16                            |                  |                                                                                                                                                                                                                     | III   | +16                                                |
|                                                |                                                                                                          | IV                                            | 21             | 20       | 28  | +8                             |                  |                                                                                                                                                                                                                     | IV    | +8                                                 |
|                                                |                                                                                                          | Total                                         | 209            | 193      | 233 | +40                            |                  |                                                                                                                                                                                                                     | Total | +40                                                |
|                                                |                                                                                                          | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                     |       |                                                    |
|                                                |                                                                                                          |                                               |                |          |     |                                |                  |                                                                                                                                                                                                                     |       |                                                    |

ARC Volume # 8

Serial # 3 .

Organisation : Office of the Accountant General (Works)

Ministry : Finance

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower                     |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                               | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|------------------------------|----------|-----|--------------------------------|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee <sup>13</sup> | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                                              |       |                                                    |
| 1965                  |                                | I                                             | 43                           | 43       | 51  | +8                             |                  | <ul style="list-style-type: none"><li>The proposed change is justified. The new class I positions are necessary for managing three different sectors (see ARC proposed Organogram). The reduction in class II (i.e. Superintendent) and III (mostly Auditors) is also a proper thought. The increase in the number of Junior Auditors-cum-Typists is an well-appreciated idea. They can work in both capacities and save some revenue expenditure.</li></ul> | I     | +8                                                 |
|                       |                                | II                                            | 46                           | 46       | 30  | -16                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                              | II    | -16                                                |
|                       |                                | III                                           | 232                          | 205      | 145 | -60                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                              | III   | -60                                                |
|                       |                                | IV                                            | 40                           | 34       | 33  | -1                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                              | IV    | -1                                                 |
|                       |                                | Total                                         | 361                          | 328      | 259 | -69                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Total | -69                                                |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                              |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                              |       |                                                    |

<sup>13</sup> Enam Committee proposed for 621 positions in this office. In 1985 the Finance Ministry, through an order (reference number M.F (FD)/Admn-8/DA (R&RT)-8/84/266 dated 20 July 1985, sanctioned its manpower size up to 361.

ARC Volume # 8

Serial # 4

Organisation : Directorate of Audit, Defence Services

Ministry : Finance

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |       |                                                    |
| 1983                  |                                | I                                             | 26             | 26       | 37  | +11                            |                  | <ul style="list-style-type: none"><li>The number of armed forces unit increased from 364 in 1983 to 502 in 1993. The defence budget also increased from Taka 447 crore in 1983-84 to Taka 1373 crore in 1992-93. The volume of work of this agency has therefore increased. The proposed increase in the class I and II manpower was necessary because the proposed number of CTA party has also increased from 21 to 31, for which creation of extra positions of Assistant Director were proposed and ARC also recommended to abolish 20 positions of Audit and Accounts Officer. In class II level, 19 position of Superintendent were proposed to work under Assistant Directors. The increase is to ensure quality audit of the Defence Services.</li></ul> | I     | +11                                                |
|                       |                                | II                                            | 30             | 24       | 43  | +19                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | II    | +19                                                |
|                       |                                | III                                           | 109            | 97       | 95  | -2                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | III   | -2                                                 |
|                       |                                | IV                                            | 25             | 23       | 23  |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | IV    |                                                    |
|                       |                                | Total                                         | 190            | 170      | 198 | +28                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Total | +28                                                |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |       |                                                    |

Organisation : Directorate of Audit, Foreign Aided Projects  
(ARC proposed name: Directorate of Audit, Project Accounts)

Ministry : Finance

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower                     |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Class | Cumulative Impact of ARC and PARC on Existing Size              |
|-----------------------|--------------------------------|-----------------------------------------------|------------------------------|----------|-----|--------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|-----------------------------------------------------------------|
|                       |                                |                                               | Enam Committee <sup>14</sup> | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |       |                                                                 |
| 1982                  |                                | I                                             | 63                           | 62       | 73  | +11                            | -2               | <ul style="list-style-type: none"><li>Foreign-funded projects have been increasing. The volume of work of this organisation has also increased. ARC proposed for extending the number of Audit Teams from 10 to 54. Therefore the proposed increase in class I level is acceptable.</li><li>However, the reason for creating two Special Audit Teams has not been well explained by the Committee. PARC should recommend for the abolition of at least one Team which will reduce a total of 3 personnel from ARC proposed structure.</li></ul> | I     | +11<br>-2 (PARC)<br>[Deputy Director-1<br>Assistant Director-I] |
|                       |                                | II                                            | 56                           | 55       | 53  | -2                             | -1               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | II    | -2<br>-1 (PARC)<br>[Superintendent]                             |
|                       |                                | III                                           | 160                          | 126      | 98  | -28                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | III   | -28                                                             |
|                       |                                | IV                                            | 17                           | 11       | 19  | +8                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | IV    | +8                                                              |
|                       |                                | Total                                         | 296                          | 254      | 243 | -11                            | -3               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Total | -14                                                             |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                              |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |       |                                                                 |

<sup>14</sup> Originally, the Enam Committee proposed for 99 positions in this organisation. Later, the Ministry of Finance added another 197 positions in various classes – making the total manpower to 296 (dated 30 September 1987).

ARC Volume # 16

Serial # 2

Organisation : Office of the Director General,  
Post, Telegraph & Telephone Accounts

Ministry : Finance (Finance Division)

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                      | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                     |       |                                                    |
| Not mentioned         |                                | I                                             | 19             | 19       | 65  | +46                            |                  | • ARC recommended manpower size is acceptable in view of this organisations's extra responsibility of accounting and auditing a number of functional areas, e.g. money order, savings account and postal order etc. | I     | +46                                                |
|                       |                                | II                                            | 36             | 36       | 39  | +3                             |                  |                                                                                                                                                                                                                     | II    | +3                                                 |
|                       |                                | III                                           | 206            | 194      | 178 | -16                            |                  |                                                                                                                                                                                                                     | III   | -16                                                |
|                       |                                | IV                                            | 36             | 35       | 34  | -1                             |                  |                                                                                                                                                                                                                     | IV    | -1                                                 |
|                       |                                | Total                                         | 297            | 284      | 316 | +32                            |                  |                                                                                                                                                                                                                     | Total | +32                                                |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                     |       |                                                    |
|                       |                                |                                               |                |          |     |                                |                  |                                                                                                                                                                                                                     |       |                                                    |

ARC Volume # 17

Serial # 1

Organisation : Audit and Accounts Training Academy

Ministry : Finance (Finance Division)

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                         | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                        |       |                                                    |
| 1983                  |                                | I                                             | 18             | 18       | 18  |                                |                  | • ARC proposed to increase the number of class II (Supervisor and Librarian) and class III (Caretaker, Typist, Data Entry Operator, Cashier, Computer Operator) and class IV (Attendant, MLSS, Cook, Cleaner) for running the administration of the Academy and its hall of residence efficiently. The proposed increase is justified. | I     |                                                    |
|                       |                                | II                                            | 2              | 1        | 3   | +2                             |                  |                                                                                                                                                                                                                                                                                                                                        | II    | +2                                                 |
|                       |                                | III                                           | 9              | 9        | 20  | +11                            |                  |                                                                                                                                                                                                                                                                                                                                        | III   | +11                                                |
|                       |                                | IV                                            | 7              | 7        | 22  | +15                            |                  |                                                                                                                                                                                                                                                                                                                                        | IV    | +15                                                |
|                       |                                | Total                                         | 36             | 35       | 63  | +28                            |                  |                                                                                                                                                                                                                                                                                                                                        | Total | +28                                                |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                        |       |                                                    |

| Date of Establish ment | ARC Proposal on Reorganisation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                      | Class | Cumulative Impact of ARC and PARC on Existing Size |
|------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                     |       |                                                    |
|                        | Recognising that the Accounts system still suffers from legal problems, <b>personel</b> management, lack of uniform accounts system for the Ministries etc., the <i>ARC</i> proposes for legal reform, sound personnel management and more importantly separation of the Office of Accountant General from the Office of Auditor General, and that the Office of the Accountant General be placed under the Ministry of Finance for good operation and management. <i>ARC</i> proposed to have 19 <b>Ministry/Division-based</b> Accounts Office and provided organogram for each of them. In the following tables, manpower for each of these units are presented. First <b>ARC</b> -proposed manpower of division and district-based 14 regional account offices are presented. Then manpower of 19 <b>Ministry</b> -based Account Offices will be shown. | I                                             | 19             | 19       | 31  | +12                            |                  | <ul style="list-style-type: none"><li>ARC’s proposals for reorganisation are well-thought and should be gradually implemented. This will bring uniformity, autonomy, and efficiency in the overall management of accounts system in public bodies.</li><li>The proposed manpower also seems justified. <b>ARC</b> opted to cut back the oversized personnel specially at the lower level.</li></ul> | I     | +12                                                |
|                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | II                                            | 28             | 28       | 21  | -7                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                     | II    | -7                                                 |
|                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | III                                           | 302            | 293      | 175 | -118                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                     | III   | -118                                               |
|                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | IV                                            | 62             | 60       | 41  | -19                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                     | IV    | -19                                                |
|                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Total                                         | 411            | 400      | 268 | -132                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                     | Total | -132                                               |
|                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                     |       |                                                    |
|                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                               |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                     |       |                                                    |

## Organisation: Division and District-based 14 Regional Account Offices

| Sl No        | Name of Accounts Office and Ministries/Divisions/Attached Organisations                                                                                 | Manpower of 6<br>Division-based<br>Regional<br>Accounts Office* | Manpower of 14<br>Old District-<br>based Regional<br>Accounts<br>Office** |
|--------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|---------------------------------------------------------------------------|
| 1            | Office of the Joint Chief Controller of Accounts (Ministry Establishment, Cabinet Division, Public Service Commission, Ministry of Defence)             | 5 x 6 = 30                                                      | 5 x 14 = 70                                                               |
| 2            | Office of the Joint Chief Controller of Accounts (Ministry of Health)                                                                                   | 5 x 6 = 30                                                      | 5 x 14 = 70                                                               |
| 3            | Office of the Joint Chief Controller of Accounts (Ministry of Home Affairs)                                                                             | <del>5 x 6 = 30</del>                                           | 5 x 14 = 70                                                               |
| 4            | Office of the Deputy Chief Controller of Accounts (Ministry of Agriculture and Food)                                                                    | 5 x 6 = 30                                                      | 5 x 14 = 70                                                               |
| 5            | Office of the Additional Chief Controller of Accounts (Ministry of Communications)                                                                      | 5 x 6 = 30                                                      | 5 x 14 = 70                                                               |
| 6            | Office of the Deputy Chief Controller of Accounts (Ministry of Energy & Minerals, Ministry of Fisheries and Livestock)                                  | 5 x 6 = 30                                                      | 5 x 14 = 70                                                               |
| 7            | Office of the Deputy Chief Controller of Accounts (Ministry of Local Government, Rural Development and Cooperatives)                                    | <del>5 x 6 = 30</del>                                           | 5 x 14 = 70                                                               |
| 8            | Office of the Joint Chief Controller of Accounts (Ministry of Education and Science, Primary & Mass Education Division, Ministry of Sports and Culture) | 5 x 6 = 30                                                      | 5 x 14 = 70                                                               |
| 9            | Office of the Joint Chief Controller of Accounts (Ministry of Transport)                                                                                | 5 x 6 = 30                                                      | 5 x 14 = 70                                                               |
| 10           | Office of the Joint Chief Controller of Accounts (Ministry of Works)                                                                                    | <del>5 x 6 = 30</del>                                           | 5 x 14 = 70                                                               |
| 11           | Office of the Joint Chief Controller of Accounts (Ministry of Law and Justice, Supreme Court Secretariat, Election Commission Secretariat)              | 5 x 6 = 30                                                      | 5 x 14 = 70                                                               |
| 12           | Office of the Joint Chief Controller of Accounts (Ministry of Land, Forest, Environment and Water Resources)                                            | 5 x 6 = 30                                                      | 5 x 14 = 70                                                               |
| 13           | Office of the Deputy Chief Controller of Accounts (Ministry of Women, Family and Social Welfare)                                                        | 5 x 6 = 30                                                      | 5 x 14 = 70                                                               |
| 14           | Office of the Joint Chief Controller of Accounts (Ministry of Finance and Economy)                                                                      | 5 x 6 = 30                                                      | 5 x 14 = 70                                                               |
| <b>Total</b> |                                                                                                                                                         | <b>420</b>                                                      | <b>980</b>                                                                |

\* Five positions are: Deputy Chief Controller of Accounts (1), Supervisor (1), Auditor (1), Junior Auditor-cum-Typist (1), and MLSS (1)

\*\* Five positions are: Assistant Chief Controller of Accounts (1), Supervisor (1), Auditor (1), Junior Auditor-cum-Typist (1), and MLSS (1)

Organisation : Office of the Joint Chief Controller of Accounts  
(Ministry of Establishment, Cabinet Division, Public Service Commission, Ministry of Defence)

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                          | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                         |       |                                                    |
|                       |                                | I                                             | 4              | 4        | 5   | +1                             |                  | • Manpower is proportionately distributed as per the need of the organisation. Should be considered for implementation. | I     | +1                                                 |
|                       |                                | II                                            | 7              | 7        | 8   | +1                             |                  |                                                                                                                         | II    | +1                                                 |
|                       |                                | III                                           | 64             | 59       | 60  | +1                             |                  |                                                                                                                         | III   | +1                                                 |
|                       |                                | IV                                            | 8              | 8        | 8   |                                |                  |                                                                                                                         | IV    |                                                    |
|                       |                                | Total                                         | 83             | 78       | 81  | +3                             |                  |                                                                                                                         | Total | +3                                                 |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                                                                                         |       |                                                    |

Organisation : Office of the Joint Chief Controller of Accounts  
(Ministry of Health)

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                          | Class | Cumulative Impact of ARC and PARC on Existing Size |  |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|--|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                         |       |                                                    |  |
|                       |                                | I                                             | 5              | 5        | 7   | +2                             |                  | • Manpower is proportionately distributed as per the need of the organisation. Should be considered for implementation. | I     | +2                                                 |  |
|                       |                                | II                                            | 9              | 9        | 9   |                                |                  |                                                                                                                         | II    |                                                    |  |
|                       |                                | III                                           | 79             | 76       | 74  | +2                             |                  |                                                                                                                         | III   | +2                                                 |  |
|                       |                                | IV                                            | 11             | 11       | 12  | +1                             |                  |                                                                                                                         | IV    | +1                                                 |  |
|                       |                                | Total                                         | 104            | 101      | 102 | +5                             |                  |                                                                                                                         | Total | +5                                                 |  |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                                                                                         |       |                                                    |  |
|                       |                                |                                               |                |          |     |                                |                  |                                                                                                                         |       |                                                    |  |

Organisation : Office of the Joint Chief Controller of Accounts  
(Parliamentary Secretariat, President's Secretariat, Prime Minister's Office)

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                        | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                       |       |                                                    |
|                       |                                | I                                             | 5              | 5        | 4   | -1                             |                  | <ul style="list-style-type: none"><li>Manpower is proportionately distributed as per the need of the organisation. Should be considered for implementation.</li></ul> | I     | -1                                                 |
|                       |                                | II                                            | 9              | 9        | 6   | -3                             |                  |                                                                                                                                                                       | II    | -3                                                 |
|                       |                                | III                                           | 91             | 84       | 43  | -41                            |                  |                                                                                                                                                                       | III   | -41                                                |
|                       |                                | IV                                            | 14             | 14       | 7   | -7                             |                  |                                                                                                                                                                       | IV    | -7                                                 |
|                       |                                | Total                                         | 119            | 112      | 60  | -52                            |                  |                                                                                                                                                                       | Total | -52                                                |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                  |                                                                                                                                                                       |       |                                                    |
|                       |                                |                                               |                |          |     |                                |                  |                                                                                                                                                                       |       |                                                    |

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Organisation : Office of the Joint Chief Controller of Accounts

(Ministry of Home Affairs)

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                        | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                       |       |                                                    |
|                       |                                | I                                             | 6              | 6        | 7   | +1                             |                  | <ul style="list-style-type: none"><li>Manpower is proportionately distributed as per the need of the organisation. Should be considered for implementation.</li></ul> | I     | +1                                                 |
|                       |                                | II                                            | 9              | 9        | 10  | +1                             |                  |                                                                                                                                                                       | II    | +1                                                 |
|                       |                                | III                                           | 87             | 83       | 81  | -2                             |                  |                                                                                                                                                                       | III   | -2                                                 |
|                       |                                | IV                                            | 12             | 12       | 14  | +2                             |                  |                                                                                                                                                                       | IV    | +2                                                 |
|                       |                                | Total                                         | 114            | 110      | 112 | +2                             |                  |                                                                                                                                                                       | Total | +2                                                 |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                                                                                                                                       |       |                                                    |
|                       |                                |                                               |                |          |     |                                |                  |                                                                                                                                                                       |       |                                                    |

Organisation : Office of the Deputy Chief Controller of Accounts  
(Ministry of Agriculture and Food)

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower        |          |     |                                |                  | PARC's Comment                                                                                                                                                          | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|-----------------|----------|-----|--------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Conunittee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                         |       |                                                    |
|                       |                                | I                                             | 4               | 4        | 5   | +1                             |                  | <ul style="list-style-type: none"> <li>Manpower is proportionately distributed as per the need of the organisation. Should be considered for implementation.</li> </ul> | I     | +1                                                 |
|                       |                                | II                                            | 7               | 7        | 7   |                                |                  |                                                                                                                                                                         | II    |                                                    |
|                       |                                | III                                           | 72              | 65       | 56  | -9                             |                  |                                                                                                                                                                         | III   | -9                                                 |
|                       |                                | IV                                            | 7               | 7        | 8   | +1                             |                  |                                                                                                                                                                         | IV    | +1                                                 |
|                       |                                | Total                                         | 90              | 83       | 76  | -7                             |                  |                                                                                                                                                                         | Total | -7                                                 |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                 |          |     |                                |                  |                                                                                                                                                                         |       |                                                    |

Organisation : Office of the Additional Chief Controller of Accounts  
(Ministry of Communications)

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                  | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                 |       |                                                    |
|                       |                                | I                                             | 18             | 18       | 19  | +1                             |                  | <ul style="list-style-type: none"><li>Manpower is proportionately distributed as per the need of the organisation. The cut back mainly affected the Auditors and Junior Auditors (class III). The organogram should be considered for implementation.</li></ul> | I     | +1                                                 |
|                       |                                | II                                            | 54             | 45       | 30  | -15                            |                  |                                                                                                                                                                                                                                                                 | II    | -15                                                |
|                       |                                | III                                           | 730            | 607      | 268 | -339                           |                  |                                                                                                                                                                                                                                                                 | III   | -339                                               |
|                       |                                | IV                                            | 44             | 42       | 27  | -15                            |                  |                                                                                                                                                                                                                                                                 | IV    | -15                                                |
|                       |                                | Total                                         | 846            | 712      | 344 | -368                           |                  |                                                                                                                                                                                                                                                                 | Total | -368                                               |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                 |       |                                                    |
|                       |                                |                                               |                |          |     |                                |                  |                                                                                                                                                                                                                                                                 |       |                                                    |

Organisation : Office of the Deputy Chief Controller of Accounts  
(Ministries of Energy & Mineral Resources and Fisheries & Livestock)

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                          | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                         |       |                                                    |
|                       |                                | I                                             | 4              | 4        | 5   | +1                             |                  | • Manpower is proportionately distributed as per the need of the organisation. Should be considered for implementation. | I     | +1                                                 |
|                       |                                | II                                            | 7              | 7        | 7   |                                |                  |                                                                                                                         | II    |                                                    |
|                       |                                | III                                           | 65             | 56       | 48  | -8                             |                  |                                                                                                                         | III   | -8                                                 |
|                       |                                | IV                                            | 8              | 8        | 8   |                                |                  |                                                                                                                         | IV    |                                                    |
|                       |                                | Total                                         | 84             | 75       | 68  | -7                             |                  |                                                                                                                         | Total | -7                                                 |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                  |                                                                                                                         |       |                                                    |

Organisation : Office of the Deputy Chief Controller of Accounts  
(Ministry of Information)

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                             | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                            |       |                                                    |
|                       |                                | I                                             | 4              | 4        | 4   |                                |                  | <ul style="list-style-type: none"><li>Manpower is proportionately distributed as per the need of the organisation. Auditors and Typists will be affected by the cut back, because they are <b>not</b> deemed necessary any more.</li></ul> | I     |                                                    |
|                       |                                | II                                            | 5              | 5        | 6   | +1                             |                  |                                                                                                                                                                                                                                            | II    | +1                                                 |
|                       |                                | III                                           | 59             | 54       | 46  | -8                             |                  |                                                                                                                                                                                                                                            | III   | -8                                                 |
|                       |                                | IV                                            | 9              | 9        | 7   | -2                             |                  |                                                                                                                                                                                                                                            | IV    | -2                                                 |
|                       |                                | Total                                         | 77             | 72       | 63  | -9                             |                  |                                                                                                                                                                                                                                            | Total | -9                                                 |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                            |       |                                                    |

Organisation : Office of the Deputy Chief Controller of Accounts  
(Ministry of Local Government, Rural Development & Cooperatives)

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                      | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                     |       |                                                    |
|                       |                                | I                                             | 3              | 3        | 4   | +1                             |                  | Manpower is proportionately distributed as per the need of the organisation. Again logically, Audits (class III) have been targeted while calculating necessary strengths. Should be considered for implementation. | I     | +1                                                 |
|                       |                                | II                                            | 5              | 5        | 4   | -1                             |                  |                                                                                                                                                                                                                     | II    | -1                                                 |
|                       |                                | III                                           | 51             | 48       | 38  | -10                            |                  |                                                                                                                                                                                                                     | III   | -10                                                |
|                       |                                | IV                                            | 7              | 7        | 6   | -1                             |                  |                                                                                                                                                                                                                     | IV    | -1                                                 |
|                       |                                | Total                                         | 66             | 63       | 52  | -11                            |                  |                                                                                                                                                                                                                     | Total | -11                                                |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                     |       |                                                    |

Organisation : Office of the Deputy Chief Controller of Accounts  
(Ministry of Industries and Commerce)

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                          | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                         |       |                                                    |
|                       |                                | I                                             | 3              | 3        | 4   | +1                             |                  | • Manpower is proportionately distributed as per the need of the organisation. Should be considered for implementation. | I     | +1                                                 |
|                       |                                | II                                            | 6              | 6        | 6   |                                |                  |                                                                                                                         | II    |                                                    |
|                       |                                | III                                           | 46             | 46       | 41  | -5                             |                  |                                                                                                                         | III   | -5                                                 |
|                       |                                | IV                                            | 7              | 7        | 7   |                                |                  |                                                                                                                         | IV    |                                                    |
|                       |                                | Total                                         | 62             | 62       | 58  | -4                             |                  |                                                                                                                         | Total | -4                                                 |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                                                                                         |       |                                                    |

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Organisation: Office of the Joint Chief Controller of Accounts  
(Ministry of Foreign Affairs)

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                  | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                 |       |                                                    |
|                       |                                | I                                             | 7              | 7        | 6   | -1                             |                  | • Manpower is proportionately distributed as per the need of the organisation. ARC did not find relevance keeping some positions (e.g. Auditing and Accounting Officer [class I], Auditor, LDA [class III] and MLSS [class IV]) | I     | -1                                                 |
|                       |                                | II                                            | 15             | 7        | 7   |                                |                  |                                                                                                                                                                                                                                 | II    |                                                    |
|                       |                                | III                                           | 91             | 64       | 56  | -8                             |                  |                                                                                                                                                                                                                                 | III   | -8                                                 |
|                       |                                | IV                                            | 22             | 17       | 9   | -8                             |                  |                                                                                                                                                                                                                                 | IV    | -8                                                 |
|                       |                                | Total                                         | 135            | 95       | 78  | -17                            |                  |                                                                                                                                                                                                                                 | Total | -17                                                |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                 |       |                                                    |

Organisation : Office of the Joint Chief Controller of Accounts

(Ministry of Education & Science, Primary and Mass Education Division, Ministry of Youth, Sports and Culture)

| Date of Establishment | ARC Proposal on Reorganisation | Class                                        | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                        | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                              | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                       |       |                                                    |
|                       |                                | I                                            | 6              | 6        | 7   | +1                             |                  | Manpower is proportionately distributed as per the need of the organisation. In the case of this organisation, ARC proposed to strengthen its capacity by adding manpower in almost all levels. This is basically to enable the organisation to maintain accounts of a number of Ministries/Division. | I     | +1                                                 |
|                       |                                | II                                           | 8              | 8        | 9   | +1                             |                  |                                                                                                                                                                                                                                                                                                       | II    | +1                                                 |
|                       |                                | III                                          | 81             | 76       | 78  | +2                             |                  |                                                                                                                                                                                                                                                                                                       | III   | +2                                                 |
|                       |                                | IV                                           | 10             | 10       | 10  |                                |                  |                                                                                                                                                                                                                                                                                                       | IV    |                                                    |
|                       |                                | Total                                        | 105            | 100      | 104 | +4                             |                  |                                                                                                                                                                                                                                                                                                       | Total | +4                                                 |
|                       |                                | IMPLICATIONFOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                       |       |                                                    |
|                       |                                |                                              |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                       |       |                                                    |

Organisation : Office of the Joint Chief Controller of Accounts  
(Ministry of Communicationst)

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                               |       |                                                    |
|                       |                                | I                                             | 6              | 6        | 4   | -2                             |                  | <ul style="list-style-type: none"><li>Manpower is proportionately distributed as per the need of the organisation. Once again, the issue of relevance dominated ARC's strategy. It did not see any use of Auditors, and therefore cut back them from the organogram</li></ul> | I     | -2                                                 |
|                       |                                | II                                            | 10             | 10       | 6   | -4                             |                  |                                                                                                                                                                                                                                                                               | II    | -4                                                 |
|                       |                                | III                                           | 79             | 69       | 45  | -24                            |                  |                                                                                                                                                                                                                                                                               | III   | -24                                                |
|                       |                                | IV                                            | 10             | 10       | 7   | -3                             |                  |                                                                                                                                                                                                                                                                               | IV    | -3                                                 |
|                       |                                | Total                                         | 105            | 95       | 62  | -33                            |                  |                                                                                                                                                                                                                                                                               | Total | -33                                                |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                               |       |                                                    |

Organisation : Office of the Joint Chief Controller of Accounts  
(Ministry of Works)

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                            | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                           |       |                                                    |
|                       |                                | I                                             | 6              | 6        | 6   |                                |                  | <ul style="list-style-type: none"><li>Manpower is proportionately distributed as per the need of the organisation. Auditors and Typists (class I), and MLSS (class IV) were rationally targeted as not required in this Office.</li></ul> | I     |                                                    |
|                       |                                | II                                            | 10             | 10       | 8   | -2                             |                  |                                                                                                                                                                                                                                           | II    | -2                                                 |
|                       |                                | III                                           | 102            | 90       | 66  | -24                            |                  |                                                                                                                                                                                                                                           | III   | -24                                                |
|                       |                                | IV                                            | 17             | 17       | 9   | -8                             |                  |                                                                                                                                                                                                                                           | IV    | -8                                                 |
|                       |                                | Total                                         | 135            | 123      | 89  | -34                            |                  |                                                                                                                                                                                                                                           | Total | -34                                                |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                           |       |                                                    |

Organisation : Office of the Deputy Chief Controller of Accounts  
(Ministry of Law, Supreme Court Secretariat and Election Commission Secretariat)

| Date of Establishment | ARC Proposal on Reorganisation | Class                                    | Manpower       |          |     |                                | PARC's Comment | Class                                                                                                                                                                 | Cumulative Impact of ARC and PARC on Existing Size |                  |
|-----------------------|--------------------------------|------------------------------------------|----------------|----------|-----|--------------------------------|----------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|------------------|
|                       |                                |                                          | Enam Committee | Existing | ARC | Impact of ARC on Existing Size |                |                                                                                                                                                                       |                                                    | Changes from ARC |
|                       |                                | I                                        | N/A            | N/A      | 4   |                                |                | <ul style="list-style-type: none"><li>Manpower is proportionately distributed as per the need of the organisation. Should be considered for implementation.</li></ul> | I                                                  |                  |
|                       |                                | II                                       |                |          | 5   |                                |                |                                                                                                                                                                       | II                                                 |                  |
|                       |                                | III                                      |                |          | 33  |                                |                |                                                                                                                                                                       | III                                                |                  |
|                       |                                | IV                                       |                |          | 7   |                                |                |                                                                                                                                                                       | IV                                                 |                  |
|                       |                                | Total                                    |                |          | 49  |                                |                |                                                                                                                                                                       | Total                                              |                  |
|                       |                                | IMPLICATION FOR CHANGE: New organisation |                |          |     |                                |                |                                                                                                                                                                       |                                                    |                  |
|                       |                                |                                          |                |          |     |                                |                |                                                                                                                                                                       |                                                    |                  |



Organisation : Office of the Deputy Chief Controller of Accounts  
(Ministry of Labour & Manpower and Ministry of Religious Affairs)

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                               | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                              |       |                                                    |
|                       |                                | I                                             | 3              | 3        | 4   | +1                             |                  | <ul style="list-style-type: none"><li>Manpower is proportionately distributed as per the need of the organisation. As usual, Audiors were not considered essential for this organisation. Should be considered for implementation.</li></ul> | I     | +1                                                 |
|                       |                                | II                                            | 7              | 7        | 6   | -1                             |                  |                                                                                                                                                                                                                                              | II    | -1                                                 |
|                       |                                | III                                           | 66             | 60       | 42  | -18                            |                  |                                                                                                                                                                                                                                              | III   | -18                                                |
|                       |                                | IV                                            | 8              | 8        | 7   | -1                             |                  |                                                                                                                                                                                                                                              | IV    | -1                                                 |
|                       |                                | Total                                         | 84             | 78       | 59  | -19                            |                  |                                                                                                                                                                                                                                              | Total | -19                                                |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                              |       |                                                    |
|                       |                                |                                               |                |          |     |                                |                  |                                                                                                                                                                                                                                              |       |                                                    |

Organisation : Office of the Deputy Chief Controller of Accounts  
(Ministry of Women, Family and Social Welfare)

| Date of Establishment | ARC Proposal on Reorganisation | Class                                    | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                          | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                          | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                         |       |                                                    |
|                       |                                | I                                        | N/A            | N/A      | 4   |                                |                  | • Manpower is proportionately distributed as per the need of the organisation. Should be considered for implementation. | I     |                                                    |
|                       |                                | II                                       |                |          | 5   |                                |                  |                                                                                                                         | II    |                                                    |
|                       |                                | III                                      |                |          | 35  |                                |                  |                                                                                                                         | III   |                                                    |
|                       |                                | IV                                       |                |          | 7   |                                |                  |                                                                                                                         | IV    |                                                    |
|                       |                                | Total                                    |                |          | 51  |                                |                  |                                                                                                                         | Total |                                                    |
|                       |                                | IMPLICATION FOR CHANGE: New organisation |                |          |     |                                |                  |                                                                                                                         |       |                                                    |

| Date of Establishment                         | ARC Proposal on Reorganisation | Class | Manpower       |          |     |                                | PARC's Comment   | Class                                                                                                                                                                                                                                                                                          | Cumulative Impact of ARC and PARC on Existing Size |      |
|-----------------------------------------------|--------------------------------|-------|----------------|----------|-----|--------------------------------|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|------|
|                                               |                                |       | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                |                                                    |      |
| Not mentioned                                 |                                | I     | 118            | 118      | 82  | -36                            |                  | <ul style="list-style-type: none"><li>ARC did not see the need for a number of class I positions (e.g. Additional Secretary, Economic Counselor, Deputy Secretary, Research Officer) and also class III and IV positions. The recommended change suits well with the new organogram.</li></ul> | I                                                  | -36  |
|                                               |                                | II    |                |          | 1   | +1                             |                  |                                                                                                                                                                                                                                                                                                | II                                                 | +1   |
|                                               |                                | III   | 213            | 213      | 163 | -50                            |                  |                                                                                                                                                                                                                                                                                                | III                                                | -50  |
|                                               |                                | IV    | 104            | 104      | 76  | -28                            |                  |                                                                                                                                                                                                                                                                                                | IV                                                 | -28  |
|                                               |                                | Total | 435            | 435      | 322 | -113                           |                  |                                                                                                                                                                                                                                                                                                | Total                                              | -113 |
| IMPLICATION FOR CHANGE: Reduction of manpower |                                |       |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                |                                                    |      |

Ministry : Law

| Date of Establishment | ARC Proposal on Reorganisation                                                                                                                                                                                                                                          | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                                                                                                                                                                                                                                                         |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |       |                                                    |
|                       | Proposed to separate the subjects of Justice and Parliamentary Affairs from the Ministry of Law. While the Parliament Secretariat would be instituted under the Speaker of the <i>Sangshad</i> , the Supreme Court Secretariat would be formed under the Chief Justice. | I                                             | 51             | 41       | 30  | -11                            |                  | <ul style="list-style-type: none"> <li>The reorganisation proposal is very rational. ARC opted to provide greater autonomy to the Parliament Secretariat and also to create Supreme Court Secretariat. Under such arrangement, the two Secretariats would be institutionally strengthened on the one hand and the Ministry of Law would be solely dealing with law and legal matters on the other. Legal arena is also a prime concern of the State.</li> </ul> | I     | -11                                                |
|                       |                                                                                                                                                                                                                                                                         | II                                            | 4              | 3        | 2   | -1                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | II    | -1                                                 |
|                       |                                                                                                                                                                                                                                                                         | III                                           | 136            | 116      | 64  | -52                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | III   | -52                                                |
|                       |                                                                                                                                                                                                                                                                         | IV                                            | 58             | 56       | 33  | -23                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | IV    | -23                                                |
|                       |                                                                                                                                                                                                                                                                         | Total                                         | 249            | 216      | 129 | -87                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Total | -87                                                |
|                       |                                                                                                                                                                                                                                                                         | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                  | <ul style="list-style-type: none"> <li>ARC's proposal to cut back personnel is mainly due to the separation of two subjects from the Ministry. The organogram takes care of all conceivable legal support systems that the government would need.</li> </ul>                                                                                                                                                                                                    |       |                                                    |

| Date of Establishment                                                     | ARC Proposal on Reorganization | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Class | Cumulative Impact of ARC and PARC on Existing Size |
|---------------------------------------------------------------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                                                                           |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |       |                                                    |
| Not specifically mentioned (created under the Official Receiver Act 1938) |                                | I                                             | 1              | 1        | 2   | +1                             |                  | <ul style="list-style-type: none"><li>ARC proposed for the appointment of a new Assistant Administrator General from BCS (Judicial) Service and for the creation of posts for Class IV employees</li><li>The creation of two posts at classes class and I IV levels are justified. In the case of class I it is necessary because existing ad-hoc appointment of a Lawyer is not helping run the administration of the office. In the case of class IV night guards are required for security of the rented office building.</li><li>But the proposed increase in class III can be avoided, at least by one manpower</li></ul> | I     | +1                                                 |
|                                                                           |                                | II                                            | 1              | 1        | 1   |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | II    |                                                    |
|                                                                           |                                | III                                           | 13             | 12       | 14  | +2                             | -1               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | III   | +2<br>-1 (PARC)<br>[Typist-1]                      |
|                                                                           |                                | IV                                            | 6              | 7        | 9   | +2                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | IV    | +2                                                 |
|                                                                           |                                | Total                                         | 21             | 21       | 26  | +5                             | -1               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Total | +4                                                 |
|                                                                           |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |       |                                                    |
|                                                                           |                                |                                               |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |       |                                                    |

| Date of Establishment | ARC Proposal on Reorganisation                                          | Class                                                                                                                                                                                                                | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                 | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|-------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|----------|-----|--------------------------------|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                                                         |                                                                                                                                                                                                                      | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                |       |                                                    |
| 1982                  | Creation of an ad-hoc Tribunal at Dhaka for quicker settlement of cases | I                                                                                                                                                                                                                    | 2              | 2        | 3   | +1                             |                  | • PARC recommends Creation of more than one Administrative Tribunal at Dhaka, which is not included in this exercise. The present manpower structure may be reviewed and adjusted accordingly. | I     | +1                                                 |
|                       |                                                                         | II                                                                                                                                                                                                                   | 2              | 2        | 2   |                                |                  |                                                                                                                                                                                                | II    |                                                    |
|                       |                                                                         | III                                                                                                                                                                                                                  | 9              | 8        | 13  | +5                             |                  |                                                                                                                                                                                                | III   | +5                                                 |
|                       |                                                                         | IV                                                                                                                                                                                                                   | 9              | 9        | 10  | +1                             |                  |                                                                                                                                                                                                | IV    | +1                                                 |
|                       |                                                                         | Total                                                                                                                                                                                                                | 22             | 21       | 28  | +7                             |                  |                                                                                                                                                                                                | Total | +7                                                 |
|                       |                                                                         | IMPLICATION FOR CHANGE: PARC recommends Creation of more than one Administrative Tribunal at Dhaka, which is not included in this exercise. The present manpower structure may be reviewed and adjusted accordingly. |                |          |     |                                |                  |                                                                                                                                                                                                |       |                                                    |

| Date of Establishment | ARC Proposal on Reorganisation                                                     | Class                                                                                                       | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                      | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                                                                    |                                                                                                             | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                     |       |                                                    |
|                       | <ul style="list-style-type: none"><li>Anew structure proposed by the ARC</li></ul> | I                                                                                                           |                |          | 3   |                                | - 3              | <ul style="list-style-type: none"><li>Creation of such office is not justified. Works of such type can be contracted out.</li></ul> | I     | - 3                                                |
|                       |                                                                                    | II                                                                                                          |                |          |     |                                |                  |                                                                                                                                     | II    |                                                    |
|                       |                                                                                    | III                                                                                                         |                |          | 7   |                                | - 7              |                                                                                                                                     | III   | - 7                                                |
|                       |                                                                                    | IV                                                                                                          |                |          | 6   |                                | - 6              |                                                                                                                                     | IV    | - 6                                                |
|                       |                                                                                    | Total                                                                                                       |                |          | 16  |                                | - 16             |                                                                                                                                     | Total | - 6                                                |
|                       |                                                                                    | IMPLICATION FOR CHANGE: Creation of such office is not justified. Works of such type can be contracted out. |                |          |     |                                |                  |                                                                                                                                     |       |                                                    |

ARC Volume # 21

Serial # 4

Organisation : Office of the Attorney-General

Ministry : Law, Justice & Parliamentary Affairs

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                               |       |                                                    |
| 1973                  |                                | I                                             | 36             | 33       | 37  | +4                             |                  | <ul style="list-style-type: none"><li>ARC found it necessary that some sanctioned posts should be filled in this important public office (e.g. Deputy Attorney-General [class I], Typist, LDA [class III] and MLSS [class IV]). It also felt the need for creating such other positions like Assistant programmer (class I), Data Entry Operator, LDA (class 111), Cash Sarkar and MLSS (class IV).</li></ul> | I     | +4                                                 |
|                       |                                | II                                            | 1              | 1        | 1   |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                               | II    |                                                    |
|                       |                                | III                                           | 43             | 39       | 49  | +10                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                               | III   | +10                                                |
|                       |                                | IV                                            | 26             | 26       | 34  | +8                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                               | IV    | +8                                                 |
|                       |                                | Total                                         | 106            | 99       | 121 | +22                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                               | Total | +22                                                |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                               |       |                                                    |

| Date of Establishment | ARC Proposal on Reorganisation                                                              | Class | Manpower       |          |      |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                               | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|---------------------------------------------------------------------------------------------|-------|----------------|----------|------|--------------------------------|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                                                                             |       | Enam Committee | Existing | ARC  | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                                              |       |                                                    |
| Not mentioned         | • ARC proposed for setting up four regional units at Dhaka, Chittagong, Rajshahi and Khulna | I     | 541            | 477      | 548  | +71                            |                  | • The ARC-proposed increase is justified on the ground that it recommended for territorial expansion of this agency for quick services and also to decentralise activities so that people of all regions get services at their door steps. The increase in all classes is proportionately distributed. Additional Sub-Registrars in class I, UDAs in class III and Watchmen in class IV are necessary for greater geographical coverage of the organisation. | I     | +71                                                |
|                       |                                                                                             | II    | 2              |          | 5    | +5                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                              | II    | +5                                                 |
|                       |                                                                                             | III   | 1627           | 1579     | 1592 | +13                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                              | III   | +13                                                |
|                       |                                                                                             | IV    | 649            | 591      | 1107 | +516                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                              | IV    | +516                                               |
|                       |                                                                                             | Total | 2819           | 2647     | 3252 | +605                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Total | +605                                               |
|                       | IMPLICATIONFOR CHANGE: Expansion of manpower                                                |       |                |          |      |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                              |       |                                                    |

ARC Volume # 33

Serial # 4

Organisation : **Supreme Court** Secretariat

Ministry : Law

| Date of Establishment | ARC Proposal on Reorganisation | Class                                                      | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                            | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|------------------------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                                            | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                           |       |                                                    |
|                       |                                | I                                                          | N/A            | N/A      | 9   |                                |                  | <ul style="list-style-type: none"><li>The proposed organogram and personnel structure looks quite justified with the minimum personnel required</li></ul> | I     | 9                                                  |
|                       |                                | II                                                         |                |          |     |                                |                  |                                                                                                                                                           | II    |                                                    |
|                       |                                | III                                                        |                |          | 17  |                                |                  |                                                                                                                                                           | III   | 17                                                 |
|                       |                                | IV                                                         |                |          | 11  |                                |                  |                                                                                                                                                           | IV    | 11                                                 |
|                       |                                | Total                                                      |                |          | 37  |                                |                  |                                                                                                                                                           | Total | 37                                                 |
|                       |                                | IMPLICATION FOR CHANGE: New organisation has been proposed |                |          |     |                                |                  |                                                                                                                                                           |       |                                                    |

ARC Volume # 33

Serial # 5

Organisation : Administrative Appellate Tribunal

Ministry : Law

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                         | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|----------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                        |       |                                                    |
| 1972                  |                                | I                                             | 2              | 4        | 4   |                                |                  | <ul style="list-style-type: none"><li>Should be accepted for implementation.</li></ul> | I     |                                                    |
|                       |                                | II                                            |                |          |     |                                |                  |                                                                                        | II    |                                                    |
|                       |                                | III                                           | 5              | 8        | 9   | +1                             |                  |                                                                                        | III   | +1                                                 |
|                       |                                | IV                                            | 2              | 4        | 4   |                                |                  |                                                                                        | IV    |                                                    |
|                       |                                | Total                                         | 9              | 16       | 17  | +1                             |                  |                                                                                        | Total | +1                                                 |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                                                        |       |                                                    |

ARC Volume # 34

Serial # 5

Organisation : Office of the Registrar

Ministry : Supreme Court secretariat<sup>4</sup>

| Date of Establishment | ARC Proposal on Reorganisation                                                                            | Class                                                     | Manpower       |          |      |                                |                  | PARC's Comment                                                                                                                                                                                                                                       | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|-----------------------------------------------------------------------------------------------------------|-----------------------------------------------------------|----------------|----------|------|--------------------------------|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                                                                                           |                                                           | Enam Committee | Existing | ARC  | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                      |       |                                                    |
|                       | Merger of two units in to one to provide administrative support to the High Court and Appellate Divisions | I                                                         | 22             | 19       | 18   | -1                             |                  | <ul style="list-style-type: none"><li>ARC proposed organogram is well-thought. The expansion is due to the territorial and functional expansion. Noticeably, the total number of proposed manpower is still less than the sanctioned size.</li></ul> | I     | -1                                                 |
|                       |                                                                                                           | II                                                        | 41             | 35       | 41   | +6                             |                  |                                                                                                                                                                                                                                                      | II    | +6                                                 |
|                       |                                                                                                           | III                                                       | 710            | 627      | 709  | +82                            |                  |                                                                                                                                                                                                                                                      | III   | +82                                                |
|                       |                                                                                                           | IV                                                        | 399            | 320      | 401  | +81                            |                  |                                                                                                                                                                                                                                                      | IV    | +81                                                |
|                       |                                                                                                           | Total                                                     | 1172           | 1001     | 1169 | +168                           |                  |                                                                                                                                                                                                                                                      | Total | +168                                               |
|                       |                                                                                                           | IMPLICATION FOR CHANGE: Merger with expansion of manpower |                |          |      |                                |                  |                                                                                                                                                                                                                                                      |       |                                                    |

<sup>4</sup> A new organisation proposed by the ARC

| Date of Establishment | ARC Proposal on Reorganisation                                                                                                             | Class                                         | Manpower       |          |      |                                |                  | PARC's Comment                                                                                                                                                                                                                    | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------|----------------|----------|------|--------------------------------|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                                                                                                                            |                                               | Enam Committee | Existing | ARC  | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                   |       |                                                    |
| Not mentioned         | ARC recommended to place this office under the proposed Supreme Court Secretariat instead of the Ministry of Law and Parliamentary Affairs | I                                             | 633            | 611      | 571  | -40                            |                  | • Circumstantial changes have necessitated a cut back in the number of personnel because of a reduced field set-up (e.g. shift of thana-based courts to districts). The organogram and manpower proposed by the ARC is justified. | I     | -40                                                |
|                       |                                                                                                                                            | II                                            |                |          |      |                                |                  |                                                                                                                                                                                                                                   | II    |                                                    |
|                       |                                                                                                                                            | III                                           | 3013           | 2979     | 2135 | -844                           |                  |                                                                                                                                                                                                                                   | III   | -844                                               |
|                       |                                                                                                                                            | IV                                            | 3136           | 3040     | 1477 | -1563                          |                  |                                                                                                                                                                                                                                   | IV    | -1563                                              |
|                       |                                                                                                                                            | Total                                         | 6782           | 6630     | 4183 | -2447                          |                  |                                                                                                                                                                                                                                   | Total | -2447                                              |
|                       |                                                                                                                                            | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |      |                                |                  |                                                                                                                                                                                                                                   |       |                                                    |

Organisation : Office of the Ombudsman

Ministry : Parliamentary Secretariat (Ministry of Law, Justice and Parliamentary Affairs)

| Date of Establishment                                                                                                                           | ARC Proposal on Reorganisation                                | Class                                                                     | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                      | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------|---------------------------------------------------------------------------|----------------|----------|-----|--------------------------------|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                                                                                                                                                 |                                                               |                                                                           | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                     |       |                                                    |
| The Constitution of the country made provision in 1972. Eight years later, the Ombudsman Act was passed in 1980. The Act is not yet implemented | ARC proposed for the establishment of the Office of Ombudsman | I                                                                         | N/A            | N/A      | 42  |                                |                  | <ul style="list-style-type: none"><li>ARC proposal for setting up of the Office of Ombudsman is strongly endorsed.</li><li>The recommended manpower is also felt essential for handling public complaints</li></ul> | I     | 42                                                 |
|                                                                                                                                                 |                                                               | II                                                                        |                |          |     |                                |                  |                                                                                                                                                                                                                     | II    |                                                    |
|                                                                                                                                                 |                                                               | III                                                                       |                |          | 80  |                                |                  |                                                                                                                                                                                                                     | III   | 80                                                 |
|                                                                                                                                                 |                                                               | IV                                                                        |                |          | 47  |                                |                  |                                                                                                                                                                                                                     | IV    | 47                                                 |
|                                                                                                                                                 |                                                               | Total                                                                     |                |          | 169 |                                |                  |                                                                                                                                                                                                                     | Total | 169                                                |
|                                                                                                                                                 |                                                               | IMPLICATION FOR CHANGE: Creation of a new organisation has been proposed. |                |          |     |                                |                  |                                                                                                                                                                                                                     |       |                                                    |

ARC Volume # 30

Serial # 2

Division : Agriculture

Ministry : Agriculture

| Date of Establishment | ARC Proposal on Reorganisation | Class                   | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                               | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-------------------------|----------------|----------|-----|--------------------------------|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                         | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                              |       |                                                    |
| 1987                  |                                | I                       | 73             | 71       | 43  | -28                            | -1               | • ARC rightly felt that a number of class I positions are unnecessary in this Division. Incresae in class III is due to the inclusion of Data Entry Operator, Computer Operator and Drivers. | I     | -28<br>-1 (PARC)<br>[Seed Adviser-1]               |
|                       |                                | II                      | 6              | 2        | 2   |                                |                  |                                                                                                                                                                                              | II    |                                                    |
|                       |                                | III                     | 105            | 89       | 88  | -1                             |                  |                                                                                                                                                                                              | III   | -1                                                 |
|                       |                                | IV                      | 48             | 48       | 58  | +10                            |                  | • The activities of the Seed Adviser can be contracted out.                                                                                                                                  | IV    | +10                                                |
|                       |                                | Total                   | 232            | 210      | 191 | -19                            | -1               | • The organisation is suggested to examine whether the class III position of Electrician is required any more.                                                                               | Total | -20                                                |
|                       |                                | IMPLICATION FOR CHANGE: |                |          |     |                                |                  |                                                                                                                                                                                              |       |                                                    |

ARC Volume # 15

Serial # 1

Organisation : Agricultural Information service

Ministry : Agriculture

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                        | Class | Cumulative Impact of ARC and PARC on Existing Size                                                                       |  |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|-------|--------------------------------------------------------------------------------------------------------------------------|--|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                       |       |                                                                                                                          |  |
| 1961                  |                                | I                                             | 18             | 16       | 17  | +1                             | -2               | • The activities of the positions specified in the next column can be contracted out to reduce revenue expenditure and improve the programme quality. | I     | +1<br>-2 (PARC)<br>[Audio-Visual Artist-1<br>Silk Screen Artist-1]                                                       |  |
|                       |                                | II                                            | 3              | 3        | 3   |                                |                  |                                                                                                                                                       | II    |                                                                                                                          |  |
|                       |                                | III                                           | 140            | 120      | 74  | -46                            | -4               |                                                                                                                                                       | III   | -46<br>-4 (PARC)<br>[Senior Offset Cameraman-1<br>Slide Photographer-1<br>Exhibition Specialist-1<br>Offset Cameraman-1] |  |
|                       |                                | IV                                            | 43             | 41       | 24  | -17                            |                  |                                                                                                                                                       | IV    | -17                                                                                                                      |  |
|                       |                                | Total                                         | 204            | 180      | 118 | -62                            | -6               |                                                                                                                                                       | Total | -68                                                                                                                      |  |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                  |                                                                                                                                                       |       |                                                                                                                          |  |
|                       |                                |                                               |                |          |     |                                |                  |                                                                                                                                                       |       |                                                                                                                          |  |

ARC Volume # 15

Serial # 2

Organisation : Cotton Development Board

Ministry : Agriculture

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                             | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                            |       |                                                    |
| 1972                  |                                | I                                             | 75             | 56       | 68  | +12                            |                  | <ul style="list-style-type: none"><li>In view of the insignificant achievement in the production and quality of cotton in Bangladesh, the need for reduction of its manpower in class IV was rightly felt by ARC. But there is a need to fill in the sanctioned posts of Cotton Yarn Development Officer (class I) and Cotton Unit Officer (class III). The proposed manpower size is justified.</li></ul> | I     | +12                                                |
|                       |                                | II                                            | 15             | 13       | 12  | -1                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                            | II    | -1                                                 |
|                       |                                | III                                           | 511            | 401      | 418 | +17                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                            | III   | +17                                                |
|                       |                                | IV                                            | 112            | 192      | 105 | -87                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                            | IV    | -87                                                |
|                       |                                | Total                                         | 793            | 662      | 603 | -59                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                            | Total | -59                                                |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                            |       |                                                    |

ARC Volume # 15

Serial # 3

Organisation : Soil Resource Development Institute

Ministry : Agriculture

| Date of Establishment  | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                          | Class | Cumulative Impact of ARC and PARC on Existing Size |
|------------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-----------------------------------------|-------|----------------------------------------------------|
|                        |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                         |       |                                                    |
| 1961<br>(as a Project) |                                | I                                             | 142            | 124      | 128 | +4                             |                  | • Should be accepted for implementation | I     | +4                                                 |
|                        |                                | II                                            | 13             | 10       | 9   | -1                             |                  |                                         | II    | -1                                                 |
|                        |                                | III                                           | 152            | 148      | 152 | +4                             |                  |                                         | III   | +4                                                 |
|                        |                                | IV                                            | 160            | 155      | 152 | -3                             |                  |                                         | IV    | -3                                                 |
|                        |                                | Total                                         | 467            | 437      | 441 | +4                             |                  |                                         | Total | +4                                                 |
|                        |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                         |       |                                                    |

ARC Volume # 20

Serial # 2

Organisation : Seed Certification Agency

Ministry : Agriculture

| Date of Establishment                | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                        | Class | Cumulative Impact of ARC and PARC on Existing Size |
|--------------------------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                                      |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                       |       |                                                    |
| 1980<br>(Originally created in 1958) |                                | I                                             | 53             | 49       | 52  | +3                             |                  | <ul style="list-style-type: none"><li>The agency has recently launched a new programme on examining the health of seeds. It is also developing an inventory of seed producers and traders. In this context, the proposal for filling in the sanctioned posts is acceptable.</li></ul> | I     | +3                                                 |
|                                      |                                | II                                            | 1              |          | 1   | +1                             |                  |                                                                                                                                                                                                                                                                                       | II    | +1                                                 |
|                                      |                                | III                                           | 68             | 65       | 67  | +2                             |                  |                                                                                                                                                                                                                                                                                       | III   | +2                                                 |
|                                      |                                | IV                                            | 82             | 81       | 81  |                                |                  |                                                                                                                                                                                                                                                                                       | IV    |                                                    |
|                                      |                                | Total                                         | 204            | 195      | 201 | +6                             |                  |                                                                                                                                                                                                                                                                                       | Total | +6                                                 |
|                                      |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                       |       |                                                    |
|                                      |                                |                                               |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                       |       |                                                    |

| Date of Establishment | ARC Proposal on Reorganisation | Class                                                                                       | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                  | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|---------------------------------------------------------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                                                                             | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                 |       |                                                    |
| 1947                  |                                | I                                                                                           | 28             | 22       | 44  | +22                            |                  | <ul style="list-style-type: none"><li>To accomplish its mandate of collection, preservation, transportation of agricultural products and monitoring of the demand and supply of such products in the export/import market and also to undertake market research etc, this agency needs the extra manpower in the top two classes and reduction in the bottom two groups of employees.</li></ul> | I     | +22                                                |
|                       |                                | II                                                                                          | 5              | 4        | 50  | +46                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                 | II    | +46                                                |
|                       |                                | III                                                                                         | 292            | 268      | 183 | -85                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                 | III   | -85                                                |
|                       |                                | IV                                                                                          | 153            | 143      | 86  | -57                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                 | IV    | -57                                                |
|                       |                                | Total                                                                                       | 478            | 437      | 363 | -74                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                 | Total | -74                                                |
|                       |                                | IMPLICATION FOR CHANGE: Department of Agricultural Marketing and Grading will be abolished. |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                 |       |                                                    |

ARC Volume # 26

Serial # 4

Organisation : : Department of Agricultural Extension

Ministry: Agriculture

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |       |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Class | Cumulative Impact of ARC and PARC on Existing Size                                                             |  |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-------|--------------------------------|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------------------------------------------------------------------|--|
|                       |                                |                                               | Enam Committee | Existing | ARC   | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |       |                                                                                                                |  |
| 1970                  |                                | I                                             | 1960           | 1631     | 1559  | -72                            | -32              | <ul style="list-style-type: none"><li>The reduction in all classes is due to abolition of a number of positions from all classes. Particularly important ones are S.M.S, and S..M.O (class I), Asst Agriculture Extension Officer (class 11),Block Supervisor and LDA (class III) and Sweeper and Guard (class IV). The reduction is mainly due to merger of some units within the Department.</li><li>However, some positions could still be reduced by creating the scope for contracting out.</li></ul> | I     | -72<br>-32 (PARC)<br>[Agroeconomist-2<br>Production Economist-2<br>Plant Pathologist-24<br>Junior Engineer-41] |  |
|                       |                                | II                                            | 511            | 355      | 67    | -288                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | II    | -288                                                                                                           |  |
|                       |                                | III                                           | 18353          | 16979    | 9022  | -7957                          | -2               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | III   | -7957<br>-2 (PARC)<br>[VDO Photographer-1<br>Artists-I]                                                        |  |
|                       |                                | IV                                            | 3223           | 3110     | 2081  | -1029                          | -32              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | IV    | -1029<br>-32 (PARC)<br>[MLSS]                                                                                  |  |
|                       |                                | Total                                         | 24047          | 22075    | 12729 | -9346                          | -66              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Total | -9412                                                                                                          |  |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |       |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |       |                                                                                                                |  |
|                       |                                |                                               |                |          |       |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |       |                                                                                                                |  |

ARC Volume # 29

Serial # 2

Organisation : Department of Food

Ministry : Food

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |      |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                            | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|------|--------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC  | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                           |       |                                                    |
| 1943                  |                                | I                                             | 223            | 169      | 322  | +153                           | -5               | <ul style="list-style-type: none"><li>A well-thought organogram has been proposed by ARC. New positions of District Controller (Food), Assistant Controller (Food) and Assistant Director has mainly resulted in the proposed increase in class I. Similarly new positions of Food Inspector, Manager (LSD), UDA, LDA have been proposed by ARC to cope with the huge task of procurement, processing and distribution of food.</li></ul> | I     | +153<br>-5 (PARC)<br>[Physician-51]                |
|                       |                                | II                                            | 620            | 534      | 504  | -30                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                           | II    | -30                                                |
|                       |                                | III                                           | 6447           | 4151     | 4925 | +774                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                           | III   | +774                                               |
|                       |                                | IV                                            | 6319           | 3900     | 3727 | -173                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                           | IV    | -173                                               |
|                       |                                | Total                                         | 13609          | 8754     | 9478 | +724                           | -5               |                                                                                                                                                                                                                                                                                                                                                                                                                                           | Total | +719                                               |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |      |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                           |       |                                                    |
|                       |                                |                                               |                |          |      |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                           |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide Ministry of Food Letter no. Kha.Mo/Pro-1/2B-1/99/169 Dated: 15/02/2000

| Department of Food                                  | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
| May be adjusted in the light of PARC recommendation | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
|                                                     | 222              | 623     | 6453    | 6324    | 168            | 541     | 3578    | 3981    |

ARC Volume # 23

Serial # 2A

Organisation : Postal Department

Ministry : Communications

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |       |                                |                  | PARC's Comment                                                                                                                                                                                                                                                         | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-------|--------------------------------|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC   | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                        |       |                                                    |
| Not mentioned         |                                | I                                             | 233            | 200      | 270   | +70                            |                  | <ul style="list-style-type: none"><li>ARC proposed increase in class I is due to the creation of posts like Post Master General and Assistant Post Master General to cover circle offices. In class II 64 positions of CDPS caused the increase in manpower.</li></ul> | I     | +70                                                |
|                       |                                | II                                            | 21             | 20       | 84    | +64                            |                  |                                                                                                                                                                                                                                                                        | II    | +64                                                |
|                       |                                | III                                           | 12032          | 11860    | 11660 | -200                           | III              |                                                                                                                                                                                                                                                                        | -200  |                                                    |
|                       |                                | IV                                            | 4627           | 4526     | 4577  | +51                            | IV               |                                                                                                                                                                                                                                                                        | +51   |                                                    |
|                       |                                | Total                                         | 16913          | 16606    | 16591 | -15                            | Total            |                                                                                                                                                                                                                                                                        | -15   |                                                    |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |       |                                |                  |                                                                                                                                                                                                                                                                        |       |                                                    |
|                       |                                |                                               |                |          |       |                                |                  |                                                                                                                                                                                                                                                                        |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide Ministry of Post, Telegraph & Telecommunication letter no. PT/Sec-1/Misc-3/99-480 Dated: 24/02/2000

| Postal Department                                   | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
| May be adjusted in the light of PARC recommendation | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
|                                                     | 234              | 53      | 12026   | 4539    | 214            | 47      | 11469   | 4518    |

ARC Volume # 23

Serial # 2B

Organisation : Office of the DG, P.L.I, Postal Academy  
and Postal Press

Ministry : Communications

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |      |                                |                  | PARC's Comment                                                                                           | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|------|--------------------------------|------------------|----------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC  | Impact of ARC on Existing Size | Changes from ARC |                                                                                                          |       |                                                    |
| Not mentioned         |                                | I                                             | 114            | 81       | 94   | +13                            |                  | • Arc felt it important to fill in some of the sanctioned positions. The recommendations are acceptable. | I     | +13                                                |
|                       |                                | II                                            | 7              | 5        | 7    | +2                             |                  |                                                                                                          | II    | +2                                                 |
|                       |                                | III                                           | 827            | 714      | 721  | +7                             |                  |                                                                                                          | III   | +7                                                 |
|                       |                                | IV                                            | 212            | 180      | 207  | +27                            |                  |                                                                                                          | IV    | +27                                                |
|                       |                                | Total                                         | 1160           | 980      | 1029 | +49                            |                  |                                                                                                          | Total | +49                                                |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |      |                                |                  |                                                                                                          |       |                                                    |

ARC Volume # 23

Serial # 2C

Organisation : Office of the Post Master General (PMG), Dhaka

Ministry : Communications

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |      |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                             | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|------|--------------------------------|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC  | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                            |       |                                                    |
| Not mentioned         |                                | I                                             | 37             | 37       | 51   | +14                            |                  | <ul style="list-style-type: none"><li>ARC proposal for creating extra positions of Asst PMG (class I) and CDPM (class II) seems justified. However, the table showing the proposed creation and abolition of individual positions in class III and IV are not appended in ARC report. Therefore no comment can be made on the two lower classes.</li></ul> | I     | +14                                                |
|                       |                                | II                                            | 4              | 4        | 16   | +12                            |                  |                                                                                                                                                                                                                                                                                                                                                            | II    | +12                                                |
|                       |                                | III                                           | 3604           | 3575     | 3432 | -143                           |                  |                                                                                                                                                                                                                                                                                                                                                            | III   | -143                                               |
|                       |                                | IV                                            | 1495           | 1456     | 1324 | -132                           |                  |                                                                                                                                                                                                                                                                                                                                                            | IV    | -132                                               |
|                       |                                | Total                                         | 5140           | 5072     | 4823 | -249                           |                  |                                                                                                                                                                                                                                                                                                                                                            | Total | -249                                               |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |      |                                |                  |                                                                                                                                                                                                                                                                                                                                                            |       |                                                    |

ARC Volume # 23

Serial # 2D

Organisation: Office of the Post Master General, Chittagong

Ministry : Communications

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |      |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                               | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|------|--------------------------------|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC  | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                              |       |                                                    |
| Not mentioned         |                                | I                                             | 31             | 31       | 44   | +13                            |                  | • ARC proposal for creating extra positions of Asst PMG (class I) and CDPM (class II) seems justified. However, the table showing the proposed creation and abolition of individual positions in class III and IV are not appended in ARC report. Therefore no comment can be made on the two lower classes. | I     | +13                                                |
|                       |                                | II                                            | 3              | 3        | 18   | +15                            |                  |                                                                                                                                                                                                                                                                                                              | II    | +15                                                |
|                       |                                | III                                           | 3177           | 3224     | 2981 | -243                           |                  |                                                                                                                                                                                                                                                                                                              | III   | -243                                               |
|                       |                                | IV                                            | 1027           | 1061     | 1041 | -20                            |                  |                                                                                                                                                                                                                                                                                                              | IV    | -20                                                |
|                       |                                | Total                                         | 4238           | 4319     | 4084 | -235                           |                  |                                                                                                                                                                                                                                                                                                              | Total | -235                                               |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |      |                                |                  |                                                                                                                                                                                                                                                                                                              |       |                                                    |

ARC Volume # 23

Serial # 2E

Organisation : Office of the Post Master General, Rajshahi

Ministry : Communications

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |      |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                             | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|------|--------------------------------|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC  | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                            |       |                                                    |
| Not mentioned         |                                | I                                             | 23             | 23       | 38   | +15                            |                  | <ul style="list-style-type: none"><li>ARC proposal for creating extra positions of Asst PMG (class I) and CDPM (class II) seems justified. However, the table showing the proposed creation and abolition of individual positions in class III and IV are not appended in ARC report. Therefore no comment can be made on the two lower classes.</li></ul> | I     | +15                                                |
|                       |                                | II                                            | 3              | 3        | 19   | +16                            |                  |                                                                                                                                                                                                                                                                                                                                                            | II    | +16                                                |
|                       |                                | III                                           | 1807           | 1865     | 1836 | -29                            |                  |                                                                                                                                                                                                                                                                                                                                                            | III   | -29                                                |
|                       |                                | IV                                            | 698            | 719      | 789  | +70                            |                  |                                                                                                                                                                                                                                                                                                                                                            | IV    | +70                                                |
|                       |                                | Total                                         | 2531           | 2610     | 2682 | +72                            |                  |                                                                                                                                                                                                                                                                                                                                                            | Total | +72                                                |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |      |                                |                  |                                                                                                                                                                                                                                                                                                                                                            |       |                                                    |

ARC Volume # **23**Serial # **2F**

Organisation : Office of the Post Master General, Khulna

Ministry : Communications

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |      |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|------|--------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC  | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                               |       |                                                    |
| Not mentioned         |                                | I                                             | 28             | 28       | 43   | +15                            |                  | • ARC proposal for creating extra positions of Asst PMG/Training Officer (class I) and CDPM (class II) seems justified. However, the table showing the proposed creation and abolition of individual positions in class III and IV are not appended in ARC report. Therefore no comment can be made on the two lower classes. | I     | +15                                                |
|                       |                                | II                                            | 4              | 3        | 24   | +21                            |                  |                                                                                                                                                                                                                                                                                                                               | II    | +21                                                |
|                       |                                | III                                           | 2617           | 2482     | 2690 | +208                           |                  |                                                                                                                                                                                                                                                                                                                               | III   | +208                                               |
|                       |                                | IV                                            | 1195           | 1110     | 1216 | +106                           |                  |                                                                                                                                                                                                                                                                                                                               | IV    | +106                                               |
|                       |                                | Total                                         | 3844           | 3623     | 3973 | +350                           |                  |                                                                                                                                                                                                                                                                                                                               | Total | +350                                               |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |      |                                |                  |                                                                                                                                                                                                                                                                                                                               |       |                                                    |

| Date of Establishment | ARC Proposal on Reorganisation | Class | Manpower                                      |          |       |                                | PARC's Comment   | Class                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Cumulative Impact of ARC and PARC on Existing Size |                                           |
|-----------------------|--------------------------------|-------|-----------------------------------------------|----------|-------|--------------------------------|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|-------------------------------------------|
|                       |                                |       | Enam Committee                                | Existing | ARC   | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                    |                                           |
| Not mentioned         |                                | I     | 679                                           | 605      | 727   | +122                           | -1               | <ul style="list-style-type: none"><li>The workload of BT&amp;TB has increased manifold in recent years. ARC proposed to create an additional position of Member (Operations &amp; Maintenance). Also it proposed to create additional positions of Secretary, Director (Revenue), Director (Audit), Divisional Engineers, Sub-Inspector etc and relevant class II and III positions to strengthen the institutional capacity of the Board. However, the activity of one class I position (i.e. Economist) can be contracted out as and when required for study, survey or consultation.</li></ul> | I                                                  | +122<br>-1 (PARC)<br>[Economist-1]<br>+20 |
|                       |                                | II    | 30                                            | 27       | 47    | +20                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | II                                                 |                                           |
|                       |                                | III   | 13819                                         | 13110    | 13563 | +453                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | III                                                | +453                                      |
|                       |                                | IV    | 3959                                          | 3779     | 3668  | -111                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | IV                                                 | -111                                      |
|                       |                                | Total | 18487                                         | 17521    | 18005 | +484                           | -1               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Total                                              | +483                                      |
|                       |                                |       | IMPLICATION FOR CHANGE: Expansion of manpower |          |       |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                    |                                           |

ARC Volume # 24

Serial # 3

Ministry : Information

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                          | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-----------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                         |       |                                                    |
| Not mentioned         |                                | I                                             | 43             | 41       | 33  | -8                             |                  | • Should be accepted for implementation | I     | -8                                                 |
|                       |                                | II                                            |                |          |     |                                |                  |                                         | II    |                                                    |
|                       |                                | III                                           | 77             | 77       | 64  | -13                            |                  |                                         | III   | -13                                                |
|                       |                                | IV                                            | 44             | 44       | 42  | -2                             |                  |                                         | IV    | -2                                                 |
|                       |                                | Total                                         | 164            | 162      | 139 | -23                            |                  |                                         | Total | -23                                                |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                  |                                         |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide Ministry of Information Letter no.Ta.Ma./Admin-1/10M-1/99(Part-4)/1004 Dated: 23/02/2000

| Ministry of Information                             | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
| May be adjusted in the light of PARC recommendation | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
|                                                     | 35               | 36      | 38      | 37      | 33             | 34      | 33      |         |

| Date of Establishment                         | ARC Proposal on Reorganization | Class | Manpower       |          |     |                                | Changes from ARC | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------------------------------|--------------------------------|-------|----------------|----------|-----|--------------------------------|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                                               |                                |       | Enam Committee | Existing | ARC | Impact of ARC on Existing Size |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |       |                                                    |
| 1972<br>(originally established in 1963)      |                                | I     | 3              | 3        | 3   |                                | -1               | • Given that (a) the revenue expenditure has been increasing as against revenue income (Taka 2.3 million against 1.6 million in 1992-93); and (b) Films Inspectors do not inspect exhibition of uncensored films at cinema halls, revenue expenditure in this agency should be reduced.<br><br>On the other hand, there is ample opportunity for local civil society groups (e.g. teachers, Pourashava and Union Parishad councilors, NGO workers and cultural group members/activists) to make voluntary effort to do the activities of Film Inspectors. | I     | -1 (PARC)<br>[Vice Chairman-1]                     |
|                                               |                                | II    | 2              | 6        | 6   |                                | -3               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | II    | -3 (PARC)<br>[Films Inspector-3]                   |
|                                               |                                | III   | 17             | 17       | 17  |                                | -7               | •                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | III   | -7 (PARC)<br>[UDA-3<br>LDA-3<br>Typist-1]          |
|                                               |                                | IV    | 6              | 8        | 8   |                                | -2               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | IV    | -2 (PARC)                                          |
|                                               |                                | Total |                | 28       | 34  | 34                             |                  | -13                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Total |                                                    |
| IMPLICATION FOR CHANGE: Reduction of manpower |                                |       |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide Bangladesh Film Censor Board Letter no. 4(1)/98-Ba.Ca.Se.Bo/438 119 Dated: 17/02/2000

| Bangladesh Film Censor Board                        | Sanctioned Posts |         |         |           | Existing Posts |         |         |           |
|-----------------------------------------------------|------------------|---------|---------|-----------|----------------|---------|---------|-----------|
|                                                     | class-1          | class-2 | class-3 | class-4   | class-1        | class-2 | class-3 | class-4   |
| May be adjusted in the light of PARC recommendation | 3                | 6       | 17      | Not Given | 3              | 5       | 13      | Not Given |

ARC Volume # 6

Serial # 7

Organisation : National Institute of Mass Communication

Ministry : Information

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                       | Class | Cumulative Impact of ARC and PARC on Existing Size                                                                                       |  |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|------------------------------------------------------------------------------------------------------------------------------------------|--|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                      |       |                                                                                                                                          |  |
| 1985                  |                                | I                                             | 34             | 28       | 20  | -8                             |                  | <ul style="list-style-type: none"><li>The ARC proposed reduction is acceptable, except that the activities of the ARC-proposed class I position of Photographer (Electronic and films) should be contracted out</li><li>However, in the present age of technology and communications, an expert in the field of Information Technology and Social Communications in urgent in this agency.</li></ul> | I     | -8 (ARC)<br>-1 (PARC)<br>[Photographer (Electronic and Films)]<br>+1 (PARC)<br>[Information Technology and Social Communications Expert] |  |
|                       |                                | II                                            | 6              | 4        | 1   | -3                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                      | II    | -3                                                                                                                                       |  |
|                       |                                | III                                           | 45             | 36       | 31  | -5                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                      | III   | -5                                                                                                                                       |  |
|                       |                                | IV                                            | 22             | 22       | 20  | -2                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                      | IV    | -2                                                                                                                                       |  |
|                       |                                | Total                                         | 107            | 72       | 72  | -18                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                      | Total | -18                                                                                                                                      |  |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                      |       |                                                                                                                                          |  |
|                       |                                |                                               |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                      |       |                                                                                                                                          |  |

Organisation : Department of Mass Communication

Ministry : Information

| Date of Establishment                         | ARC Proposal on Reorganisation                                                   | Class | Manpower       |          |     |                                | Changes from ARC | PARC's Comment                                                                                                                                                             | Class | Cumulative Impact of ARC and PARC on Existing Size                                      |
|-----------------------------------------------|----------------------------------------------------------------------------------|-------|----------------|----------|-----|--------------------------------|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|-----------------------------------------------------------------------------------------|
|                                               |                                                                                  |       | Erum Committee | Existing | ARC | Impact of ARC on Existing Size |                  |                                                                                                                                                                            |       |                                                                                         |
| Not mentioned                                 | Merger of the Department of Information and the Department of Mass Communication | I     | 154            | 102      | 141 | +39                            |                  | • In class I in fact 13 positions were increased from sanctioned size. But in other classes there is still scope to reduce the manpower and contract out those activities. | I     | +39                                                                                     |
|                                               |                                                                                  | II    | 114            | 79       | 80  | +1                             | -3               |                                                                                                                                                                            | II    | +1<br>-3 (PARC)                                                                         |
|                                               |                                                                                  | III   | 792            | 647      | 337 | -310                           | -13              |                                                                                                                                                                            | III   | [Assistant Chief<br>Photographer-2<br>Data Entry Supervisor-1]<br>-310<br>-13 (PARC)    |
|                                               |                                                                                  | IV    | 335            | 295      | 191 | -104                           |                  |                                                                                                                                                                            | IV    | [Cameraman-8<br>Sound Mechanic-2<br>Dark room Assistant-2<br>Developing man-11]<br>-104 |
|                                               |                                                                                  | Total | 1395           | 1123     | 749 | -374                           | -16              |                                                                                                                                                                            | Total | -390                                                                                    |
| IMPLICATION FOR CHANGE: Reduction of manpower |                                                                                  |       |                |          |     |                                |                  |                                                                                                                                                                            |       |                                                                                         |

PARC's additional comment on up-to date Manpower position stated vide Department of Mass Communication Letter no.Ga./o.6W-1/99/587 Dated: 16/02/2000

| Department of Mass Communication                    | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
|                                                     | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
| May be adjusted in the light of PARC recommendation | 83               | 87      | 587     | 264     | 84             | 88      | 613     | 263     |

ARC Volume # 17

Serial # 5

Organisation : Department of Films and Publications

Ministry : Information

| Date of Establishment | ARC Proposal on Reorganisation                                         | Class                                                                                                      | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                        | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|----------------|----------|-----|--------------------------------|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                                                        |                                                                                                            | Enam Committee | Ecisting | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                       |       |                                                    |
| Not mentioned         | Merger of the Department of Films and Publications with Films Archives | I                                                                                                          | 45             | 32       | 35  | +3                             |                  | * ARC-proposed reduced set-up is rational because it did not see the need to keep a number of positions such as Cameraman, adminisitrative Officer (class 11), Lay-out Expert, Developer, Printer, UDA, Sub-editor, Photographer (class III) and LDA, Assistant cameraman (class IV). | I     | +3                                                 |
|                       |                                                                        | II                                                                                                         | 24             | 21       | 16  | -5                             |                  |                                                                                                                                                                                                                                                                                       | II    | -5                                                 |
|                       |                                                                        | III                                                                                                        | 219            | 193      | 154 | -39                            |                  |                                                                                                                                                                                                                                                                                       | III   | -39                                                |
|                       |                                                                        | IV                                                                                                         | 93             | 83       | 66  | -17                            |                  |                                                                                                                                                                                                                                                                                       | IV    | -17                                                |
|                       |                                                                        | Total                                                                                                      | 381            | 329      | 271 | -58                            |                  |                                                                                                                                                                                                                                                                                       | Total | -58                                                |
|                       |                                                                        | IMPLICATION FOR CHANGE: Bangladesh Film Archives will be merged with Directorate of Films and Publication. |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                       |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide DFP Letter no. 10-520/98/Proshasan/2602 Dated: 13/03/2000

| Department of Films and Publications                | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
|                                                     | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
| May be adjusted in the light of PARC recommendation | 36               | 29      | 170     | 84      | 26             | 24      | 157     | 69      |

ARC Volume # 31

Serial # 1

Organisation : Bangladesh Betar

Ministry : Information

| Date of Establishment | ARC Proposal on Reorganisation                 | Class                                         | Manpower       |          |      |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|------------------------------------------------|-----------------------------------------------|----------------|----------|------|--------------------------------|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                                |                                               | Enam Committee | Existing | ARC  | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |       |                                                    |
|                       | • Abolition of National Broadcasting Authority | I                                             | 613            | 427      | 415  | -12                            |                  | • Abolition of National Broadcasting Authority is a justified ARC proposal. In practice, there is no existence of such Authority.<br>• However, on the manpower side the ARC proposal to abolish 3 positions of Additional Chief Engineers should be given a second thought in view of the importance of the responsibility of such positions to maintain Taka 400 crore worth of radio equipments.<br>• On the question of incentives the positions of Regional Engineer, Regional Director and Regional News Controller should all be given grade 4. Because these three positions are responsible for three different functions- engineering, programme and controlling news respectively. Therefore their pay structure should be the same.<br>• Apart from the 3 positions of Additional Chief Engineers the proposed reduction in class I, III and IV and the proposed increase in class II is acceptable. | I     | -12                                                |
|                       |                                                | II                                            | 110            | 94       | 119  | +25                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | II    | +25                                                |
|                       |                                                | III                                           | 837            | 688      | 632  | -56                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | III   | -56                                                |
|                       |                                                | IV                                            | 1065           | 1007     | 444  | -563                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | IV    | -563                                               |
|                       |                                                | Total                                         | 2625           | 2216     | 1610 | -606                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Total | -606                                               |
|                       |                                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |      |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide Bangladesh BETAR Letter no. 3(19)/Est-1/Betar/2000-119 Dated: 02/03/2000

| Bangladesh BETAR                                    | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
| May be adjusted in the light of PARC recommendation | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
|                                                     | 616              | 115     | 905     | 1021    | 450            | 90      | 691     | 678     |

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |      |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Class           | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|------|--------------------------------|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC  | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                 |                                                    |
| 1964                  |                                | I                                             | 297            | 229      | 110  | -119                           |                  | <ul style="list-style-type: none"><li>ARC's observation that a huge manpower in BTV is idle is based on facts. ARC observed that in broadcasting, BTV spends more than half of its time by repeating programmes for which a small technical group of employees is enough. Moreover, many of BTV's programmes are now made by private producers/companies on contractual basis. Finally, BTV is alleged for having a large manpower and not improving its programme quality even though it is now facing tremendous competition with private local and foreign channels. At the dawn of the new millennium website will emerge as a new challenger. Keeping these developments in perspective, ARC's proposal to reduce BTV's manpower is strongly endorsed.</li></ul> | I               | -119                                               |
|                       |                                | II                                            | 32             | 30       | 37   | +7                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | II              | +7                                                 |
|                       |                                | III                                           | 428            | 417      | 266  | -151                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | III             | -151                                               |
|                       |                                | IV                                            | 273            | 191      | 136  | -55                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | IV              | -55                                                |
|                       |                                | Other Positions*                              | 490            | 396      | 475  | +79                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Other Positions | +79                                                |
|                       |                                | Total                                         | 1520           | 1263     | 1024 | -239                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Total           | -239                                               |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |      |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                 |                                                    |

PARC's additional comment on up-to date Manpower position stated vide Bangladesh Television Letter no. BTV/Admn-356/434 Dated: 17/02/2000

| Bangladesh Television                               | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
| May be adjusted in the light of PARC recommendation | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
|                                                     | 312              | 140     | 735     | 333     | 211            | 107     | 587     | 275     |

\* Other positions were not specified in ARC report

| Date of Establishment | ARC Proposal on Reorganisation                                                                                      | Class                                                     | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                  | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|---------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                                                                                                     |                                                           | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                 |       |                                                    |
|                       | ARC-proposed merger of two Ministries (i.e. Agriculture and Food) has given effect to the creation of this Division | I                                                         | 78             | 69       | 50  | -19                            |                  | <ul style="list-style-type: none"><li>In fact, currently Food and Relief/Disaster Management Departments are doing complementary things. The proposed merger is a good idea.</li><li>The recommended manpower set-up is also congenial to the merger.</li></ul> | I     | -19                                                |
|                       |                                                                                                                     | II                                                        | 29             | 20       | 17  | -3                             |                  |                                                                                                                                                                                                                                                                 | II    | -3                                                 |
|                       |                                                                                                                     | III                                                       | 197            | 162      | 125 | -42                            |                  |                                                                                                                                                                                                                                                                 | III   | -42                                                |
|                       |                                                                                                                     | IV                                                        | 89             | 88       | 64  | -24                            |                  |                                                                                                                                                                                                                                                                 | IV    | -24                                                |
|                       |                                                                                                                     | Total                                                     | 395            | 339      | 256 | -83                            |                  |                                                                                                                                                                                                                                                                 | Total | -83                                                |
|                       |                                                                                                                     | IMPLICATION FOR CHANGE: Merger with reduction of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                 |       |                                                    |
|                       |                                                                                                                     |                                                           |                |          |     |                                |                  |                                                                                                                                                                                                                                                                 |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide Ministry of Disaster Management & Relief Letter no.Du.be.tra.ma/Proshasan-1/25/99/327 Dated: 23/03/2000

| Ministry of Disaster Management & Relief                                                                                                     | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|----------------------------------------------------------------------------------------------------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
| May be adjusted in the light of PARC recommendation                                                                                          | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
|                                                                                                                                              | 32               | 39      | 76      | 38      | 26             | 28      | 69      | 34      |
| PARC's additional comment on up-to date Manpower position stated vide Ministry of Food Letter no. Kha,Mo/Pro-1/2B-1/99/169 Dated: 15/02/2000 |                  |         |         |         |                |         |         |         |
| Department of Food                                                                                                                           | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
| May be adjusted in the light of PARC recommendation                                                                                          | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
|                                                                                                                                              | 43               | 39      | 56      | 47      | 35             | 32      | 50      | 35      |

<sup>5</sup> The merger of the Ministries of Agriculture and Food was proposed by the ARC

| Date of Establishment | ARC Proposal on Reorganisation | Class                                                                      | Manpower       |          |      |                                | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Class | Cumulative Impact of ARC and PARC on Existing Size |                                                       |
|-----------------------|--------------------------------|----------------------------------------------------------------------------|----------------|----------|------|--------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|-------------------------------------------------------|
|                       |                                |                                                                            | Enam Committee | Existing | ARC  | Impact of ARC on Existing Size |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |       |                                                    | Changes from ARC                                      |
| 1983                  |                                | I                                                                          | 103            | 96       | 94   | -2                             | <ul style="list-style-type: none"><li>The implementation work of this Ministry is largely supplemented by thana administration (i.e. Thana Engineer's office) , Thana Development Coordination Committee (TDCC) and Union Parishads. Therefore a cautious <b>strategy</b> needs to be designed to reduce the workload and workforce of this organisation to create a <b>space</b> in which local government bodies (including the upcoming Upazila Parishad) can assume greater responsibility in planning and implementing relief and rehabilitation programmes.</li><li>It is recommended that in addition to ARC's 51, a further reduction of existing 493 class II positions of Project Implementation Officers (PIOs) and existing 493 class III positions of Typists in 493 thanas is necessary.</li><li>At the same time 64 class IV positions of Chowkidars in 64 districts can be reduced. DRRO office is situated within the office building of Deputy Commissioner, therefore this Directorate does not need extra Chowkidars</li></ul> | I     | -2                                                 |                                                       |
|                       |                                | II                                                                         | 574            | 544      | 493  | -51                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | -493  | II                                                 | -51<br>-493(PARC)<br>[Project Implementation Officer] |
|                       |                                | III                                                                        | 873            | 868      | 813  | -55                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | -493  | III                                                | -55<br>-493 (PARC)<br>[Typist]                        |
|                       |                                | IV                                                                         | 199            | 199      | 158  | -41                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | -64   | IV                                                 | -41<br>-64 (PARC)                                     |
|                       |                                | Total                                                                      | 1749           | 1707     | 1558 | -149                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 1050  | Total                                              | -1199                                                 |
|                       |                                | IMPLICATION FOR CHANGE: Abolition of Thana structure with reduced manpower |                |          |      |                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |       |                                                    |                                                       |

PARC's additional comment on up-to date Manpower position stated vide Letter no.Du.be.tra.ma/Proshasan-1/25/99/327 Dated: 23/03/2000

| Directorate of Relief                               | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
|                                                     | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
| May be adjusted in the light of PARC recommendation | 215              | 381     | 870     | 204     | 184            | 365     | 834     | 174     |

| Date of Establishment                         | ARC Proposal on Reorganisation | Class | Manpower       |          |     |                                | PARC's Comment   | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------------------------------|--------------------------------|-------|----------------|----------|-----|--------------------------------|------------------|-------|----------------------------------------------------|
|                                               |                                |       | Exam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |       |                                                    |
| 1993                                          |                                | I     | 15             | 15       | 11  | -4                             |                  | I     | -4                                                 |
|                                               |                                | II    |                |          |     |                                |                  | II    |                                                    |
|                                               |                                | III   | 29             | 29       | 32  | +3                             |                  | III   | +3                                                 |
|                                               |                                | IV    | 6              | 6        | 6   |                                |                  | IV    |                                                    |
|                                               |                                | Total | 50             | 50       | 49  | -1                             |                  | Total | -1                                                 |
| IMPLICATION FOR CHANGE: Reduction of manpower |                                |       |                |          |     |                                |                  |       |                                                    |

ARC Volume # 22

Serial # 3

Ministry : Religious Affairs

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                     | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|--------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                    |       |                                                    |
| 1980                  |                                | I                                             | 17             | 17       | 16  | -1                             |                  | • ARC justifiably proposed to abolish one position of Deputy Secretary and its related class III and IV positions. | I     | -1                                                 |
|                       |                                | II                                            |                |          |     |                                |                  |                                                                                                                    | II    |                                                    |
|                       |                                | III                                           | 35             | 35       | 35  |                                |                  |                                                                                                                    | III   |                                                    |
|                       |                                | IV                                            | 21             | 21       | 20  | -1                             |                  |                                                                                                                    | IV    | -1                                                 |
|                       |                                | Total                                         | 73             | 73       | 71  | -2                             |                  |                                                                                                                    | Total | -2                                                 |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                  |                                                                                                                    |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide Ministry of Religious Affairs Letter no.Pro:/1-16/97/131 Dated: 02/03/2000

| Ministry of Religious Affairs                       | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
| May be adjusted in the light of PARC recommendation | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
|                                                     | 13               | 11      | 13      | 14      | 13             | 11      | 13      | 14      |

| Date of Establishment                         | ARC Proposal on Reorganization | Class | Manpower        |          |     |                                | PARC's Comment   | Class                                                                                                                             | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------------------------------|--------------------------------|-------|-----------------|----------|-----|--------------------------------|------------------|-----------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|
|                                               |                                |       | Enum Committee* | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                   |                                                    |
| 1948                                          |                                | I     |                 | 1        | 1   |                                |                  | • Reduction of one class III position, as proposed by ARC, seems reasonable in view of the seasonal workload of this organisation | I                                                  |
|                                               |                                | II    |                 | 1        | 1   |                                |                  |                                                                                                                                   | II                                                 |
|                                               |                                | III   |                 | 10       | 9   | -1                             |                  |                                                                                                                                   | III                                                |
|                                               |                                | IV    |                 | 6        | 6   |                                |                  |                                                                                                                                   | IV                                                 |
|                                               |                                | Total |                 | 18       | 17  | -1                             |                  |                                                                                                                                   | Total                                              |
| IMPLICATION FOR CHANGE: Reduction of manpower |                                |       |                 |          |     |                                |                  |                                                                                                                                   |                                                    |

\* Not available

PARC's additional comment on up-to date Manpower position stated vide Ministry of Religious Affairs Letter no.Pro-/1-16/97/131 Dated: 02/03/2000

|                                                                                                                                                    |         |                  |         |         |                |         |         |
|----------------------------------------------------------------------------------------------------------------------------------------------------|---------|------------------|---------|---------|----------------|---------|---------|
| I have a additional comment on up-to date manpower position stated vide ministry of religious Affairs Letter no.PRD/1-16/9/11/31 Dated: 02/03/2000 |         |                  |         |         |                |         |         |
| Hajji Office (Dhaka)                                                                                                                               |         | Sanctioned Posts |         |         | Existing Posts |         |         |
| May be adjusted in the light of PARC recommendation                                                                                                | class-1 | class-2          | class-3 | class-4 | class-1        | class-2 | class-3 |
|                                                                                                                                                    | 1       | 1                | 10      | 06      | 01             | 01      | 09      |
|                                                                                                                                                    |         |                  |         |         |                |         | 05      |

Organisation: Hajj Wing, Jeddah, KSA

Ministry: Religious Affairs

| Date of Establishment             | ARC Proposal on Reorganization | Class | Manpower       |          |     |                                | Changes from ARC | PARC's Comment                 | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------------------|--------------------------------|-------|----------------|----------|-----|--------------------------------|------------------|--------------------------------|-------|----------------------------------------------------|
|                                   |                                |       | Enam Committee | Existing | ARC | Impact of ARC on Existing Size |                  |                                |       |                                                    |
| 1978                              |                                | I     | 2              | 2        | 2   |                                |                  | • ARC proposal seems justified | I     |                                                    |
|                                   |                                | II    |                |          |     |                                |                  |                                | II    |                                                    |
|                                   |                                | III   | 4              | 4        | 4   |                                |                  |                                | III   |                                                    |
|                                   |                                | IV    | 3              | 3        | 3   |                                |                  |                                | IV    |                                                    |
|                                   |                                | Total | 9              | 9        | 9   |                                |                  |                                | Total |                                                    |
| IMPLICATION FOR CHANGE: No change |                                |       |                |          |     |                                |                  |                                |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide Ministry of Religious Affairs Letter no.Pro/1-16/97/131 Dated: 02/03/2000

| Hajj Wing, Jeddah, KSA<br>May be adjusted in the light<br>of PARC recommendation | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|----------------------------------------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
|                                                                                  | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
|                                                                                  | 3                | 0       | 4       | 3       | 3              | 0       | 4       | 3       |

ARC Volume # 23

Serial # 3

Organisation : Department of Shipping

Ministry : Communications

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                         | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                        |       |                                                    |
| 1976                  |                                | I                                             | 18             | 14       | 12  | -2                             |                  | • , ARC proposal for reducing manpower (e.g. some positions of Ship Inspector in class I and Asst Director, Inspector in class II) is justified. However, the table showing the proposed creation and abolition of individual positions in class III and IV are not appended in ARC report. Therefore no comment can be made on the two lower classes. | I     | -2                                                 |
|                       |                                | II                                            | 15             | 11       |     | -11                            |                  |                                                                                                                                                                                                                                                                                                                                                        | II    | -11                                                |
|                       |                                | III                                           | 55             | 49       | 22  | -27                            |                  |                                                                                                                                                                                                                                                                                                                                                        | III   | -27                                                |
|                       |                                | IV                                            | 34             | 33       | 12  | -21                            |                  |                                                                                                                                                                                                                                                                                                                                                        | IV    | -21                                                |
|                       |                                | Total                                         | 122            | 107      | 46  | -61                            |                  |                                                                                                                                                                                                                                                                                                                                                        | Total | -61                                                |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                        |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide Ministry of Shipping Letter no.Admn.-1/22Misc-24/98-131 Dated: 27/02/2000

| Ministry of Shipping                                | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
| May be adjusted in the light of PARC recommendation | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
|                                                     | 27               | 23      | 30      | 35      | 26             | 20      | 22      | 28      |

ARC Volume #26

Serial # 3

Organisation : Directorate of Inland Water Transport

Ministry : Transport

| Date of Establishment | ARC Proposal on Reorganisation | Class                                                                                                                          | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                            | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|--------------------------------------------------------------------------------------------------------------------------------|----------------|----------|-----|--------------------------------|------------------|---------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                                                                                                                | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                           |       |                                                    |
| Not mentioned         |                                | I                                                                                                                              | 10             | 7        | 10  | +3                             | - 3              | • Since BIWTA and BIWTC exists creation of a separate Directorate as well as ARC's proposal of increase is not justified. | I     | - 3                                                |
|                       |                                | II                                                                                                                             | 11             | 9        | 1   | -8                             | -8               |                                                                                                                           | II    | -8                                                 |
|                       |                                | III                                                                                                                            | 33             | 20       | 22  | +2                             | - 2              |                                                                                                                           | III   | - 2                                                |
|                       |                                | IV                                                                                                                             | 22             | 12       | 13  | +1                             | - 1              |                                                                                                                           | IV    | - 1                                                |
|                       |                                | Total                                                                                                                          | 76             | 48       | 46  | -2                             | -14              |                                                                                                                           | Total | -14                                                |
|                       |                                | IMPLICATION FOR CHANGE: BIWTC exists creation of a separate Directorate as well as ARC's proposal of increase is not justified |                |          |     |                                |                  |                                                                                                                           |       |                                                    |

| Date of Establishment                                                        | ARC Proposal on Reorganization                                                                                    | Class | Manpower       |          |     |                                |  | Changes from ARC | PARC's Comment                                                                                                                                                                                                                            | Class | Cumulative Impact of ARC and PARC on Existing Size |
|------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|-------|----------------|----------|-----|--------------------------------|--|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                                                                              |                                                                                                                   |       | Enum Committee | Existing | ARC | Impact of ARC on Existing Size |  |                  |                                                                                                                                                                                                                                           |       |                                                    |
| 1980<br>(originally created during British period)                           | <ul style="list-style-type: none"><li>Creation of a unit at Cox's Bazar for providing shipping services</li></ul> | I     | 5              | 2        | 6   | +4                             |  |                  | <ul style="list-style-type: none"><li>In view of (a) the increase in workload, (b) a proposed unit at Cox's Bazar, and (c) a scope for resource generation (i.e. revenue income) the proposed manpower structure is appropriate</li></ul> |       | +4                                                 |
|                                                                              |                                                                                                                   | II    | 1              | 1        | 1   |                                |  |                  | II                                                                                                                                                                                                                                        |       |                                                    |
|                                                                              |                                                                                                                   | III   | 23             | 20       | 22  | +2                             |  |                  | III                                                                                                                                                                                                                                       | +2    |                                                    |
|                                                                              |                                                                                                                   | IV    | 17             | 10       | 19  | +9                             |  |                  | IV                                                                                                                                                                                                                                        | +9    |                                                    |
|                                                                              |                                                                                                                   | Total | 46             | 33       | 48  | +15                            |  |                  | Total                                                                                                                                                                                                                                     | +15   |                                                    |
| IMPLICATION FOR CHANGE: Creation of an Area Office and expansion of manpower |                                                                                                                   |       |                |          |     |                                |  |                  |                                                                                                                                                                                                                                           |       |                                                    |

ARC Volume # 3

Serial # 3

Organisation: Seamen's Training Centre

Ministry: Shipping

| Date of Establishment | ARC Proposal on Reorganization | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                           | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                          |       |                                                    |
| 1952                  |                                | I                                             | 7              | 7        | 8   | +1                             |                  | <ul style="list-style-type: none"><li>By reducing the number of Instructors (Seamanship) and Instructors (Marine Engineering) from 2 to 1, three new positions have been proposed by ARC. These are Instructor (Catering), Instructor (Electrical) and Instructor (Fire Control). This brings need-based manpower in this Centre. The ARC recommendation should be implemented</li></ul> | I     | +1                                                 |
|                       |                                | II                                            | 1              | 1        | 1   |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                          | II    |                                                    |
|                       |                                | III                                           | 8              | 8        | 8   |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                          | III   |                                                    |
|                       |                                | IV                                            | 7              | 7        | 7   |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                          | IV    |                                                    |
|                       |                                | Total                                         | 23             | 23       | 24  | +1                             |                  |                                                                                                                                                                                                                                                                                                                                                                                          | Total | +1                                                 |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                          |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide Seamen's Training Centre Letter no. GA-2(E)/63/Part-14/3680(3) Dated: 15/02/2000

| Seamen's Training Centre                            | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
| May be adjusted in the light of PARC recommendation | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
|                                                     | 7                | 1       | 8       | 7       | 5              | 1       | 7       | 5       |

ARC Volume # 3

Serial # 4

Organisation: Directorate of Seamen and Emigration Welfare

Ministry: Shipping

| Date of Establishment                                                                                    | ARC Proposal on Reorganization | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                             | Class | Cumulative Impact of ARC and PARC on Existing Size |
|----------------------------------------------------------------------------------------------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                                                                                                          |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                            |       |                                                    |
| 1989*<br><br>(* Brought under the Ministry of Shipping. It was originally created during British period) |                                | I                                             | 4              | 3        | 3   | .                              |                  | • In view of the increasing expenditure (exceeding income by a large gap) and the changed circumstances, the proposed reduction is appropriate and should be taken into PARC consideration | I     |                                                    |
|                                                                                                          |                                | II                                            |                |          |     |                                |                  |                                                                                                                                                                                            | II    |                                                    |
|                                                                                                          |                                | III                                           | 16             | 16       | 11  | -5                             |                  |                                                                                                                                                                                            | III   | -5                                                 |
|                                                                                                          |                                | IV                                            | 22             | 22       | 8   | -14                            |                  |                                                                                                                                                                                            | IV    | -14                                                |
|                                                                                                          |                                | Total                                         | 42             | 41       | 22  | -19                            |                  |                                                                                                                                                                                            | Total | -19                                                |
|                                                                                                          |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                  |                                                                                                                                                                                            |       |                                                    |

ARC Volume # 3

Serial # 5

Organisation: Government Shipping Office

Ministry: Shipping

| Date of Establishment | ARC Proposal on Reorganization                                              | Class                                                                    | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                   | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|-----------------------------------------------------------------------------|--------------------------------------------------------------------------|----------------|----------|-----|--------------------------------|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                                                             |                                                                          | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                  |       |                                                    |
| 1923                  | • Creation of an Office of Assistant Shipping Master at Mongla Port, Khulna | I                                                                        | 2              | 2        | 1   | -1                             |                  | • The organisation has been performing some routine work. But it has some unnecessary manpower in class III and IV. Again creation of two class II positions for its new unit at Mongla Port is rational. The ARC proposal should be implemented | I     | -1                                                 |
|                       |                                                                             | II                                                                       | 2              | 1        | 3   | +2                             |                  |                                                                                                                                                                                                                                                  | II    | +2                                                 |
|                       |                                                                             | III                                                                      | 22             | 22       | 10  | -12                            |                  |                                                                                                                                                                                                                                                  | III   | -12                                                |
|                       |                                                                             | IV                                                                       | 6              | 6        | 5   | -1                             |                  |                                                                                                                                                                                                                                                  | IV    | -1                                                 |
|                       |                                                                             | Total                                                                    | 32             | 31       | 19  | -12                            |                  |                                                                                                                                                                                                                                                  | Total | -12                                                |
|                       |                                                                             | IMPLICATION FOR CHANGE: Creation of a Unit and reduction of manpower and |                |          |     |                                |                  |                                                                                                                                                                                                                                                  |       |                                                    |
|                       |                                                                             |                                                                          |                |          |     |                                |                  |                                                                                                                                                                                                                                                  |       |                                                    |

| Date of Establishment | ARC Proposal on Reorganization | Class                                         | Manpower       |          |     |                                | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                | Class | Cumulative Impact of ARC and PARC on Existing Size                                    |                  |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|---------------------------------------------------------------------------------------|------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size |                                                                                                                                                                                                                                                                                                                                                                               |       |                                                                                       | Changes from ARC |
| 1962                  |                                | I                                             | 34             | 22       | 25  | +3                             | <ul style="list-style-type: none"><li>Abolition of some class I positions like Radio Officer, Medical trainer, Trainer (Fire Control) is not sensible because ARC proposed to create similar positions in the case of Seamen's Training Centre. Therefore, the three positions need to be retained</li><li>ARC-proposed reduction in class III and IV is acceptable</li></ul> | I     | +3<br>+3 (PARC)<br>[Radio Officer-1<br>Medical Trainer-1<br>Trainer (Fire Control)-1] |                  |
|                       |                                | II                                            | 5              | 4        | 5   | +1                             |                                                                                                                                                                                                                                                                                                                                                                               | II    | +1                                                                                    |                  |
|                       |                                | III                                           | 59             | 59       | 52  | -7                             |                                                                                                                                                                                                                                                                                                                                                                               | III   | -7                                                                                    |                  |
|                       |                                | IV                                            | 92             | 102      | 73  | -29                            |                                                                                                                                                                                                                                                                                                                                                                               | IV    | -29                                                                                   |                  |
|                       |                                | Total                                         | 190            | 187      | 155 | -32                            |                                                                                                                                                                                                                                                                                                                                                                               | +3    | Total                                                                                 | -29              |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                                                                                                                                                                                                                                                                                                                                                                               |       |                                                                                       |                  |

PARC's additional comment on up-to date Manpower position stated vide Ministry of Shipping Letter no.Admn.-1/22Misc-24/98-131 Dated: 27/02/2000

| Marine Academy                                      | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
| May be adjusted in the light of PARC recommendation | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
|                                                     | 43               | 10      | 72      | 90      | 15             | 9       | 54      | 79      |

ARC Volume # 39

Serial # 4A

Ministry : Foreign Affairs

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |           |     |                                  |                  | PARC's Comment                                                                                                                                                                                                                                      | Class | Cumulative Impact of ARC and PARC on Sanctioned Size            |  |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|-----------|-----|----------------------------------|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|-----------------------------------------------------------------|--|
|                       |                                |                                               | Enam Committee | Existing  | ARC | Impact of ARC on Sanctioned Size | Changes from ARC |                                                                                                                                                                                                                                                     |       |                                                                 |  |
| 1971                  |                                | I                                             | 115            | Not shown | 82  | -33                              | -2               | <ul style="list-style-type: none"><li>ARC appropriately replaced Branch Officer with Assistant Secretary. and also proposed to reduce the number of Directors from class I.</li><li>However, two class I positions can be contracted out.</li></ul> | I     | -33<br>-2 (PARC)<br>[Legal Adviser-1<br>Deputy Legal Adviser-I] |  |
|                       |                                | II                                            | 3              |           | 2   | -1                               |                  |                                                                                                                                                                                                                                                     | II    | -1                                                              |  |
|                       |                                | III                                           | 254            |           | 186 | -68                              |                  |                                                                                                                                                                                                                                                     | III   | -68                                                             |  |
|                       |                                | IV                                            | 126            |           | 50  | -76                              |                  |                                                                                                                                                                                                                                                     | IV    | -76                                                             |  |
|                       |                                | Total                                         | 498            |           | 320 | -178                             | -2               |                                                                                                                                                                                                                                                     | Total | -180                                                            |  |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |           |     |                                  |                  |                                                                                                                                                                                                                                                     |       |                                                                 |  |
|                       |                                |                                               |                |           |     |                                  |                  |                                                                                                                                                                                                                                                     |       |                                                                 |  |

PARC's additional comment on up-to date Manpower position stated vide Ministry of Foreign Affairs Letter no. AD-P&amp;O -384167 Dated: 1610212000

| Ministry of Foreign Affairs                         | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
| May be adjusted in the light of PARC recommendation | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
|                                                     | 108              | 128     | 122     | 108     | 78             | 79      | 86      | 81      |

ARC Volume # 39

Serial # 4B

Organisation: Diplomatic Missions abroad

Ministry : Foreign Affairs

| Date of Establish ment | ARC Proposal on Reorganisa tion | Wing*<br><br>* Number of personnel include class I, II and III | Manpower         |           |     |                                  |                  | PARC's Comment                                                                               | Class | Cumulative Impact of ARC and PARC on Sanctioned Size |
|------------------------|---------------------------------|----------------------------------------------------------------|------------------|-----------|-----|----------------------------------|------------------|----------------------------------------------------------------------------------------------|-------|------------------------------------------------------|
|                        |                                 |                                                                | Sanctioned posts | Existing  | ARC | Impact of ARC on Sanctioned Size | Changes from ARC |                                                                                              |       |                                                      |
|                        |                                 | Diplomatic                                                     | 853              | Not shown | 613 | -240                             |                  | • The proposed manpower structure is need-based. It should be considered for implementation. |       | -240                                                 |
|                        |                                 | Consular                                                       | 23               |           | 32  | +9                               |                  |                                                                                              |       | +9                                                   |
|                        |                                 | Commercial                                                     | 55               |           | 48  | -7                               |                  |                                                                                              |       | -7                                                   |
|                        |                                 | Economic & Commercial                                          | 10               |           | 30  | +20                              |                  |                                                                                              |       | +20                                                  |
|                        |                                 | Defence                                                        | 47               |           | 47  |                                  |                  |                                                                                              |       |                                                      |
|                        |                                 | Information                                                    | 28               |           | 36  | +8                               |                  |                                                                                              |       | +8                                                   |
|                        |                                 | Labour                                                         | 32               |           | 36  | +4                               |                  |                                                                                              |       | +4                                                   |
|                        |                                 | Hajj                                                           | 4                |           | 6   | +2                               |                  |                                                                                              |       | +2                                                   |
|                        |                                 | Education, Culture & Information                               | 8                |           | 7   | -1                               |                  |                                                                                              |       | -1                                                   |
|                        |                                 | Customs                                                        | 3                |           | 3   |                                  |                  |                                                                                              |       |                                                      |
|                        |                                 | Finance (Audit)                                                | 3                |           | 3   |                                  |                  |                                                                                              |       |                                                      |
|                        |                                 | Postal                                                         | 2                |           |     | -2                               |                  |                                                                                              |       | -2                                                   |
|                        |                                 | Culture & Sports                                               | 1                |           | 4   | +3                               |                  |                                                                                              |       | +3                                                   |
|                        |                                 | Finance & Audit                                                | 10               |           |     | -10                              |                  |                                                                                              |       | -10                                                  |
|                        |                                 | Total                                                          | 1079             |           | 865 | -214                             |                  |                                                                                              |       | -214                                                 |
|                        |                                 | IMPLICATION FOR CHANGE: Reduction of manpower                  |                  |           |     |                                  |                  |                                                                                              |       |                                                      |

PARC's additional comment on up-to date Manpower position stated vide Ministry of Foreign Affairs Letter no. AD-P&O -384167 Dated: 16/02/2000

| Diplomatic Missions abroad                          | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
| May be adjusted in the light of PARC recommendation | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
|                                                     | 166              | 206     | 107     | 72      | 162            | 175     | 96      | 72      |

| Date of Establishment | ARC Proposal on Reorganisation | Class                                                                                                                                                                                                                                                                                                     | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                                                                                                                                                                                                                                                                                           | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |       |                                                    |
|                       |                                | I                                                                                                                                                                                                                                                                                                         | 210            | 183      | 101 | -82                            |                  | <ul style="list-style-type: none"><li>ARC deserves appreciation for proposing the creation of the NPO - an alternative institutional set-up for accomplishing the much-forgotten task of formulating policies and plans and also to approve big projects. At present, the Planning Commission remain busy with approving projects and do not spend much time in policy planning.</li><li>The proposed reduction will depend on restructuring of the present Planning Commission as well as strengthening of the planning cells in the Ministries/Divisions.</li></ul> | I     | -82                                                |
|                       |                                | II                                                                                                                                                                                                                                                                                                        | 2              | 2        | 1   | -1                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | II    | -1                                                 |
|                       |                                | III                                                                                                                                                                                                                                                                                                       | 263            | 234      | 143 | -91                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | III   | -91                                                |
|                       |                                | IV                                                                                                                                                                                                                                                                                                        | 172            | 171      | 104 | -67                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | IV    | -67                                                |
|                       |                                | Total                                                                                                                                                                                                                                                                                                     | 647            | 590      | 349 | -241                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Total | -241                                               |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower. The proposed reduction will depend on restructuring of the present Planning Commission as well as strengthening of the planning cells in the Ministries/Divisions. Setting up of NPO will also depend on restructuring of the present Planning Commission. |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide Ministry of Planning Letter no.PD/Cord-24/99/28 Dated: 15/02/2000

| Ministry of Planning                                | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
| May be adjusted in the light of PARC recommendation | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
|                                                     | 200              | 131     | 102     | 165     | 171            | 98      | 88      | 132     |

ARC Volume #28

Serial # 1

Division : Implementation, Monitoring and Evaluation

Ministry : Prime Minister's Office

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                      | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                     |       |                                                    |
| Not mentioned         |                                | I                                             | 59             | 48       | 67  | +19                            |                  | • ARC rationally proposed to increase the number of Deputy Chief, Research Officer, Assistant Director, and Research Investigator. Increases in class II and III are consequential. | I     | +19                                                |
|                       |                                | II                                            | 3              | 2        | 13  | +11                            |                  |                                                                                                                                                                                     | II    | +11                                                |
|                       |                                | III                                           | 58             | 57       | 75  | +18                            |                  |                                                                                                                                                                                     | III   | +18                                                |
|                       |                                | IV                                            | 33             | 33       | 26  | -7                             |                  |                                                                                                                                                                                     | IV    | -7                                                 |
|                       |                                | Total                                         | 153            | 140      | 181 | +41                            |                  |                                                                                                                                                                                     | Total | +41                                                |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                                                                                                                                                     |       |                                                    |
|                       |                                |                                               |                |          |     |                                |                  |                                                                                                                                                                                     |       |                                                    |

ARC Volume # **36**

Serial # 1

Organisation : Bangladesh Bureau of Statistics (BBS)

Ministry : Finance

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |      |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                    | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|------|--------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC  | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                   |       |                                                    |
| 1974                  |                                | I                                             | 133            | 115      | 223  | +108                           |                  | • The proposed manpower is somewhat need-based and also proportionate. The increase in class I and II is due to the expansion of strength at the operational level (e.g. System Analyst, Statistical officer, Programmer, Computer Operator). The cut back in class III is mainly to reduce Editing Coding Assistant, UDA, Compositor, Key Punch Operator etc which are not required in this hi-tech computer age | I     | +108                                               |
|                       |                                | II                                            | 582            | 529      | 568  | +39                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                   | II    | +39                                                |
|                       |                                | III                                           | 2371           | 2243     | 2113 | -130                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                                   | III   | -130                                               |
|                       |                                | IV                                            | 697            | 677      | 672  | -5                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                                   | IV    | -5                                                 |
|                       |                                | Total                                         | 3783           | 3564     | 3576 | +12                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                   | Total | +12                                                |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |      |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                   |       |                                                    |

Ministry : Land, Forest, Environment and Water Resources

| Date of Establishment | ARC Proposal on Reorganisation                                                                            | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|-----------------------------------------------------------------------------------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                                                                                           |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                               |       |                                                    |
|                       | A proposed Ministry merging three current Ministries, i.e. Land, Forest & Environment and Water Resources | I                                             | 76             | 68       | 54  | -14                            |                  | <ul style="list-style-type: none"><li>The proposed merger looks al right. In fact, these three Ministries are complementary to each other. Under a broad policy goal on Natural Resource Management, the merged Ministry can very well achieve the integrated goal.</li></ul> | I     | -14                                                |
|                       |                                                                                                           | II                                            | I              |          | 1   | +1                             |                  |                                                                                                                                                                                                                                                                               | II    | +1                                                 |
|                       |                                                                                                           | III                                           | 122            | 119      | 123 | +4                             |                  |                                                                                                                                                                                                                                                                               | III   | +4                                                 |
|                       |                                                                                                           | IV                                            | 78             | 78       | 64  | -14                            |                  |                                                                                                                                                                                                                                                                               | IV    | -14                                                |
|                       |                                                                                                           | Total                                         | 277            | 265      | 242 | -23                            |                  | Total                                                                                                                                                                                                                                                                         | -23   |                                                    |
|                       |                                                                                                           | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                               |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide Ministry of Water Resources Letter no. Pa.Sa.Mo-2(Pro)/Misc-30/98/70 Dated: 15/02/2000

| Ministry of Water Resources<br>May be adjusted in the light of PARC recommendation | Sanctioned Posts |         |        |         | Existing Posts |         |         |         |
|------------------------------------------------------------------------------------|------------------|---------|--------|---------|----------------|---------|---------|---------|
|                                                                                    | class-1          | class-2 | class3 | class-4 | class-1        | class-2 | class-3 | class-4 |
|                                                                                    | 23               | 16      | 24     | 22      | 21             | 15      | 24      | 22      |

ARC Volume # 13

Serial # 4

Organisation : Department of Environment

Ministry : Environment and Forest

| Date of Establishment                             | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Class | Cumulative Impact of ARC and PARC on Existing Size                                                     |
|---------------------------------------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|--------------------------------------------------------------------------------------------------------|
|                                                   |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |       |                                                                                                        |
| 1989<br>(Originally started as a project in 1977) |                                | I                                             | 57             | 21       | 70  | +49                            | -5               | <ul style="list-style-type: none"><li>The ARC-suggested organisational expansion is needed both in terms of horizontal and vetical (territorial)coverage. It saw the need for new branches (e.g. Technical and natural resources, Policy Planning, Training, . Industrial pollution, Legal matters etc). the increase in manpower in all classes is therefore rational.</li><li>However there is still scope to contract out functions like International Convention and Legal support. PARC can see that five class I and four class III and IV positions are not necessary</li></ul> | I     | +49<br>-5 (PARC)<br>[Deputy Director-1<br>Assistant Director-2<br>Research Officer-1<br>Law Officer-I] |
|                                                   |                                | II                                            | 19             | 12       | 25  | +13                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | II    | +13                                                                                                    |
|                                                   |                                | III                                           | 71             | 31       | 115 | +84                            | -2               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | III   | +84<br>-2 (PARC)<br>[LDA-2]                                                                            |
|                                                   |                                | IV                                            | 26             | 15       | 40  | +25                            | -2               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | IV    | +25<br>-2 (PARC)<br>[MLSS-2]                                                                           |
|                                                   |                                | Total                                         | 173            | 79       | 250 | +171                           | -9               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Total | +162                                                                                                   |
|                                                   |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |       |                                                                                                        |

| Date of Establishment | ARC Proposal on Reorganisation | Class | Manpower                                      |          |      |                                | PARC's Comment   | Class                                                                                                                                      | Cumulative Impact of ARC and PARC on Existing Size |                                                                       |
|-----------------------|--------------------------------|-------|-----------------------------------------------|----------|------|--------------------------------|------------------|--------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|-----------------------------------------------------------------------|
|                       |                                |       | Enara Committee                               | Existing | ARC  | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                            |                                                    |                                                                       |
| Not mentioned         |                                | I     | 138                                           | 138      | 138  |                                |                  | <ul style="list-style-type: none"><li>There is scope to hire people as and when required for the class III positions shown here.</li></ul> | I                                                  |                                                                       |
|                       |                                | II    | 2                                             | 2        | 2    |                                |                  |                                                                                                                                            | II                                                 |                                                                       |
|                       |                                | III   | 2232                                          | 2232     | 2232 |                                | -8               |                                                                                                                                            | III                                                | -8 (PARC)<br>[Surveyor-4<br>Welder-1<br>Carpenter-2<br>Electrician-1] |
|                       |                                | IV    | 5010                                          | 5010     | 5010 |                                |                  |                                                                                                                                            | IV                                                 |                                                                       |
|                       |                                | Total | 7382                                          | 7382     | 7382 |                                | -8               |                                                                                                                                            | Total                                              | -8                                                                    |
|                       |                                |       | IMPLICATION FOR CHANGE: Reduction of manpower |          |      |                                |                  |                                                                                                                                            |                                                    |                                                                       |

<sup>3</sup> This name of the Ministry was proposed by ARC

ARC Volume # 20

Serial # 4

Organisation : Bangladesh Forest Research Institute

Ministry : Environment and Forest

| Date of Establishment             | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                                   |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                               |       |                                                    |
| 1982 (originally created in 1955) |                                | I                                             | 109            | 72       | 50  | -22                            |                  | • ARC has thoughtfully proposed to reduce the manpower from all classes in a proportionate manner. Rightly, the Committee did not see necessity of a number of positions e.g. Senior Research officer, Resaerch Officer (class I), Field Investigator (class 11), Field Assistant, Security Inspector, Automechnic, Driver, LDA (class III) and Half skilled worker, Fieldman, Seed collector etc (class IV). | I     | -22                                                |
|                                   |                                | II                                            | 44             | 30       |     | -30                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                               | II    | -30                                                |
|                                   |                                | III                                           | 444            | 357      | 147 | -210                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                               | III   | -210                                               |
|                                   |                                | IV                                            | 244            | 221      | 81  | -140                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                               | IV    | -140                                               |
|                                   |                                | Total                                         | 841            | 681      | 278 | -403                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                               | Total | -403                                               |
|                                   |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                               |       |                                                    |

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                | PARC's Comment                                                        | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|-----------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size |                                                                       |       |                                                    |
| 1972                  |                                | I                                             | 35             | 34       | 30  | -4                             | • A well-thought organogram. Should be considered for implementation. | I     | -4                                                 |
|                       |                                | II                                            | 1              | 1        | 1   |                                |                                                                       | II    |                                                    |
|                       |                                | III                                           | 72             | 69       | 59  | -13                            |                                                                       | III   | -13                                                |
|                       |                                | IV                                            | 42             | 42       | 35  | -7                             |                                                                       | IV    | -7                                                 |
|                       |                                | Total                                         | 150            | 146      | 125 | -21                            |                                                                       | Total | -21                                                |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                                                                       |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide Ministry of Defence Letter no. 1Jan-199/D-11/197 Dated: 14/02/2000

| Ministry of Defence<br>May be adjusted in the light<br>of PARC recommendation | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-------------------------------------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
|                                                                               | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
|                                                                               | 35               | 37      | 38      | 42      | 35             | 34      | 34      | 41      |

ARC Volume # 4

Serial # 4

Organisation: Department of Cipher

Ministry: Defence

| Date of Establishment | ARC Proposal on Reorganization | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                            | Class | Cumulative Impact of ARC and PARC on Existing Size                  |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|---------------------------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                           |       |                                                                     |
| 1973                  |                                | I                                             | 10             | 9        | 9   |                                |                  | <ul style="list-style-type: none"><li>The proposed position for one Assistant and two Binder-cum-Machine Operators are not essential. One Binder-cum Machine Operator should be able to cope with the work load</li></ul> | I     |                                                                     |
|                       |                                | II                                            |                |          |     |                                |                  |                                                                                                                                                                                                                           | II    |                                                                     |
|                       |                                | III                                           | 20             | 20       | 24  | +4                             | -2               |                                                                                                                                                                                                                           | III   | +4<br>-2 (PARC)<br>[Assistant- 1<br>Binder-cum Machine Opearator-1] |
|                       |                                | IV                                            | 9              | 9        | 9   |                                |                  |                                                                                                                                                                                                                           | IV    |                                                                     |
|                       |                                | Total                                         | 39             | 38       | 42  | +4                             | -2               |                                                                                                                                                                                                                           | Total | +2                                                                  |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                           |       |                                                                     |

ARC Volume # 5

Serial # 6

Organisation : Directorate of Military Lands and Cantonments

Ministry : Defence

| Date of Establishment                                     | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------------------------------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                                                           |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                               |       |                                                    |
| Not mentioned (originally created during Pakistan period) |                                | I                                             | 23             | 23       | 23  |                                |                  | <ul style="list-style-type: none"><li>The proposed decrease in class IV is sensible because these positions of chowkidars were twice shown. On the other hand, the creation of a position of Deputy Assistant Director (Education) in class II level is justified on the ground that this officer would carry out the responsibility of supervising the schools and colleges under the cantonments.</li></ul> | I     |                                                    |
|                                                           |                                | II                                            | 5              | 5        | 6   | +1                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                               | II    | +1                                                 |
|                                                           |                                | III                                           | 52             | 52       | 52  |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                               | III   |                                                    |
|                                                           |                                | IV                                            | 41             | 41       | 33  | -8                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                               | IV    | -8                                                 |
|                                                           |                                | Total                                         | 121            | 121      | 114 | -7                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                               | Total | -7                                                 |
|                                                           |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                               |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide Ministry of Defence Letter no. 1 Sa-3/Protibedan/99/D-17/67 Dated: 8/05/2000

| Directorate of Military Lands and Cantonments       | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
|                                                     | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
| May be adjusted in the light of PARC recommendation | 23               | 12      | 44      | 43      | 21             | 4       | 42      | 43      |

ARC Volume # 6

Serial # 4

Organisation : Survey of Bangladesh

Ministry : Defence

| Date of Establishment                | ARC Proposal on Reorganisation                                   | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                        | Class | Cumulative Impact of ARC and PARC on Existing Size |
|--------------------------------------|------------------------------------------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|---------------------------------------|-------|----------------------------------------------------|
|                                      |                                                                  |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                       |       |                                                    |
| 1972<br>(Originally created in 1767) | Creation of two regional office at Natore/Maogaon and Chittagong | I                                             | 38             | 37       | 51  | +14                            |                  | Should be accepted for implementation | I     |                                                    |
|                                      |                                                                  | II                                            | 7              | 7        | 11  | +4                             |                  |                                       | II    |                                                    |
|                                      |                                                                  | III                                           | 639            | 489      | 541 | +52                            |                  |                                       | III   |                                                    |
|                                      |                                                                  | IV                                            | 209            | 190      | 236 | +46                            |                  |                                       | IV    |                                                    |
|                                      |                                                                  | Total                                         | 893            | 723      | 839 | +116                           |                  |                                       | Total |                                                    |
|                                      |                                                                  | IMPLICATION FOR CHANGE: Expansion of Manpower |                |          |     |                                |                  |                                       |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide Ministry of Defence Letter no. 1 Sa-3/Protibedan/99/D-17/67 Dated: 8/05/2000

| Survey of Bangladesh                                | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
|                                                     | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
| May be adjusted in the light of PARC recommendation | 38               | 7       | 639     | 209     | 25             | 4       | 429     | 170     |

ARC Volume # 6

Serial # 8

Organisation : Bangladesh National Cadet Core (BNCC)

Ministry : Defence

| Date of Establishment | ARC Proposal on Reorganisation | Class                   | Manpower       |          |              |                                |                  | PARC's Comment                          | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-------------------------|----------------|----------|--------------|--------------------------------|------------------|-----------------------------------------|-------|----------------------------------------------------|
|                       |                                |                         | Enam Committee | Existing | ARC          | Impact of ARC on Existing Size | Changes from ARC |                                         |       |                                                    |
| 1979                  |                                | I                       | 790            | 524      | 790          | +266                           |                  | * Should be accepted for implementation | I     | +266                                               |
|                       |                                | II                      | 8              | 1        | 8<br>**      | +7                             |                  |                                         | II    | +7                                                 |
|                       |                                | III                     | 529            | 427      | 529          | +102                           |                  |                                         | III   | +102                                               |
|                       |                                | IV                      | 13219          | 15888    | 13219<br>*** | - 2669                         |                  |                                         | IV    | - 2669                                             |
|                       |                                | Total                   | 14546          | 16840    | 14546        | - 2294                         |                  |                                         | Total | - 2294                                             |
|                       |                                | IMPLICATION FOR CHANGE: |                |          |              |                                |                  |                                         |       |                                                    |

\* Less officials from the military force should be deputed in the BNCC to create opportunity for other organisations to represent in the Core.

\*\* Class ii JCOs get their salary and allowances from the military force:

\*\*\* 12952 Cadets only receive training allowances from BNCC.

ARC Volume # 9

Serial # 4

Organisation : Office of the Chief Administrative Officer  
(merged with Inter-Service Public Relation Directorate)

Ministry : Defence

| Date of Establishment                                | ARC Proposal on Reorganisation | Class                                                     | Manpower       |          |     |                                |                                                                                                                                                                                                                | PARC's Comment                                                                                                                                                                                                                                           | Class | Cumulative Impact of ARC and PARC on Existing Size |
|------------------------------------------------------|--------------------------------|-----------------------------------------------------------|----------------|----------|-----|--------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                                                      |                                |                                                           | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC                                                                                                                                                                                               |                                                                                                                                                                                                                                                          |       |                                                    |
| Not mentioned (ISPR Directorate was created in 1972) | • Merger with ISPR Directorate | I                                                         | 15             |          | 13  | -2                             |                                                                                                                                                                                                                | • The ARC proposal for merging these two organisations is rational on the ground that officials and employees of the ISPR Directorate were under this Office previously. ARC felt that the separation of the two agencies did not prove to be effective. | I     | -2                                                 |
|                                                      |                                | II                                                        | 2              |          | 2   |                                |                                                                                                                                                                                                                |                                                                                                                                                                                                                                                          | II    |                                                    |
|                                                      |                                | III                                                       | 24             |          | 25  | +1                             |                                                                                                                                                                                                                |                                                                                                                                                                                                                                                          | III   | +1                                                 |
|                                                      |                                | IV                                                        | 21             |          | 16  | -5                             |                                                                                                                                                                                                                |                                                                                                                                                                                                                                                          | IV    | -5                                                 |
|                                                      |                                | Total                                                     | 62             |          | 56  | -6                             |                                                                                                                                                                                                                |                                                                                                                                                                                                                                                          | Total | -6                                                 |
|                                                      |                                | IMPLICATION FOR CHANGE: Merger with reduction of manpower |                |          |     |                                |                                                                                                                                                                                                                |                                                                                                                                                                                                                                                          |       |                                                    |
|                                                      |                                |                                                           |                |          |     |                                | • The proposed manpower is allowable. However, the proposed merged organisation may consider to create a position of an Expert in Information Technology for dissemination of information through website etc. |                                                                                                                                                                                                                                                          |       |                                                    |

ARC Volume # 14

Serial # 1

Organisation : Defence Finance Department

Ministry : Defence

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |      |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                   | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|------|--------------------------------|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC  | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                  |       |                                                    |
| 1982                  |                                | I                                             | 116            | 110      | 142  | +32                            |                  | <ul style="list-style-type: none"><li>Workload of this organisation has increased because of rapid increase in the size of defence forces in recent years (e.g. 100% increase in army, 76% navy and 37% airforce. To cope with the tasks such as accounting, internal audit, financial advice etc, this agency rightly requires extra manpower, as recommended by ARC.</li></ul> | I     | +32                                                |
|                       |                                | II                                            | 216            | 208      | 250  | +42                            |                  |                                                                                                                                                                                                                                                                                                                                                                                  | II    | +42                                                |
|                       |                                | III                                           | 1380           | 1287     | 1416 | +129                           |                  |                                                                                                                                                                                                                                                                                                                                                                                  | III   | +129                                               |
|                       |                                | IV                                            | 174            | 165      | 214  | +49                            |                  |                                                                                                                                                                                                                                                                                                                                                                                  | IV    | +49                                                |
|                       |                                | Total                                         | 1886           | 1770     | 2022 | +252                           |                  |                                                                                                                                                                                                                                                                                                                                                                                  | Total | +252                                               |
|                       |                                | IMPLICATION FOR CHANGE: Expansion in manpower |                |          |      |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                  |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide CGDF Letter no. CGDF/Admn/215-3rd/147 Dated: 01/03/2000

| Defence Finance Department                          | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
| May be adjusted in the light of PARC recommendation | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
|                                                     | 116              | 216     | 1386    | 169     | 99             | 155     | 946     | 140     |

ARC Volume # 18

Serial # 1

Organisation : Bangladesh Meteorological Department

Ministry : Defence

| Date of Establishment | ARC Proposal on Reorganisation | Class                                        | Manpower       |          |      |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|----------------------------------------------|----------------|----------|------|--------------------------------|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                              | Enam Committee | Existing | ARC  | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |       |                                                    |
| Not mentioned         |                                | I                                            | 110            | 77       | 111  | +34                            |                  | <ul style="list-style-type: none"><li>This is a very important agency in the context of natural disasters like cyclone, tornado, flood, draught, earthquake, and tremor etc that often hit the country. To run three major regional installations and other technical establishments ARC rightly proposed to increase the existitng manpower. , but in most cases these are to fill in the sanctioned posts (e.g. Assistant Meteorologists, Assistant Electrician etc)</li></ul> | I     | +34                                                |
|                       |                                | II                                           | 8              | 7        | 10   | +3                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | II    | +3                                                 |
|                       |                                | III                                          | 923            | 660      | 792  | +132                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | III   | +132                                               |
|                       |                                | IV                                           | 118            | 113      | 112  | -1                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | IV    | -1                                                 |
|                       |                                | Total                                        | 1059           | 857      | 1025 | +168                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Total | +168                                               |
|                       |                                | IMPLICATIONFOR CHANGE: Expansion of manpower |                |          |      |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |       |                                                    |

| Date of Establishment                      | ARC Proposal on Reorganisation | Class | Mainpower      |          |     |                                |                  | PARC's Comment                         | Class | Cumulative Impact of ARC and PARC on Existing Size |
|--------------------------------------------|--------------------------------|-------|----------------|----------|-----|--------------------------------|------------------|----------------------------------------|-------|----------------------------------------------------|
|                                            |                                |       | Exam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                        |       |                                                    |
| Not mentioned (originally created in 1976) |                                | I     | 45             | 45       | 45  |                                |                  | • Should be considered for implemented | I     |                                                    |
|                                            |                                | II    | 1              | 1        | 1   |                                |                  |                                        | II    |                                                    |
|                                            |                                | III   | 278            | 278      | 278 |                                |                  |                                        | III   |                                                    |
|                                            |                                | IV    | 270            | 270      | 270 |                                |                  |                                        | IV    |                                                    |
|                                            |                                | Total | 594            | 594      | 594 |                                |                  |                                        | Total |                                                    |
| IMPLICATION FOR CHANGE: No change          |                                |       |                |          |     |                                |                  |                                        |       |                                                    |

Organisation: Department of Jute

Ministry: Ministry of Jute

| Date of Establishment                                             | ARC Proposal on Reorganization                                                                                                                                                                                             | Class | Manpower       |          |     |                                |  | Changes from ARC | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                           | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------|----------|-----|--------------------------------|--|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
| 1993 (originally created a the Jute Board during Pakistan period) | <ul style="list-style-type: none"><li>Transfer of manpower working in Directorate for Inspection for Jute goods should be transferred to Jute research Institute or Bangladesh Standard Testing Institute (BSTI)</li></ul> | I     | Enam Committee | Existing | ARC | Impact of ARC on Existing Size |  |                  | <ul style="list-style-type: none"><li>The proposed reorganization (i.e. Directorate for Inspection for Jute Goods) is justified because the need for inspection has reduced substantially in view of the importer's decision to import jute from Bangladesh after pre-shipment inspection by their appointed agencies.</li></ul>                                                                         | I     | +8                                                 |
|                                                                   |                                                                                                                                                                                                                            | II    | 52             | 27       | 42  | +15                            |  |                  |                                                                                                                                                                                                                                                                                                                                                                                                          | II    | +15                                                |
|                                                                   |                                                                                                                                                                                                                            | III   | 581            | 526      | 314 | -212                           |  |                  |                                                                                                                                                                                                                                                                                                                                                                                                          | III   | -212                                               |
|                                                                   |                                                                                                                                                                                                                            | IV    | 110            | 93       | 39  | -54                            |  |                  | <ul style="list-style-type: none"><li>The proposed reduction in class III and IV is also proper. For example the abolition of the position of 315 Assorters and the creation of new posts of 192 Assistant Inspectors is rational. Creation of the positions of Statistical Officer (class III) and Chief Inspectors (class II) is also a good proposal under a changed organizational set-up.</li></ul> | IV    | -54                                                |
|                                                                   |                                                                                                                                                                                                                            | Total | 771            | 665      | 422 | -243                           |  |                  |                                                                                                                                                                                                                                                                                                                                                                                                          | Total | -243                                               |
| IMPLICATION FOR CHANGE: Reduction of manpower                     |                                                                                                                                                                                                                            |       |                |          |     |                                |  |                  |                                                                                                                                                                                                                                                                                                                                                                                                          |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide Ministry of Jute Letter no.Pa.Ma./Sha-1/Misc-1098/96 Dated: 13/02/2000

| Jute Directorate                                    | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
|                                                     | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
| May be adjusted in the light of PARC recommendation | 31               | 45      | 357     | 494     | 28             | 6       | 435     | 556     |

| Date of Establishment                         | ARC Proposal on Reorganisation                                                    | Class | Manpower       |          |     |                                | Changes from ARC | PARC's Comment                                                                                                                                                     | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------------------------------|-----------------------------------------------------------------------------------|-------|----------------|----------|-----|--------------------------------|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                                               |                                                                                   |       | Enam Committee | Existing | ARC | Impact of ARC on Existing Size |                  |                                                                                                                                                                    |       |                                                    |
| Not mentioned                                 | <div>গজাপাতি<br/>বাংলাদেশ লোক-প্রাশসন প্রশিক্ষণ কেন্দ্র<br/>জাহাঙ্গীর, ঢাকা</div> | I     | 41             | 41       | 22  | -19                            |                  | • The proposed reduction is a result of the merger between the two divisions. Present Ministry set-up needs to be reviewed carefully for manpower rationalisation. | I     | -19                                                |
|                                               |                                                                                   | II    |                |          |     |                                |                  |                                                                                                                                                                    | II    |                                                    |
|                                               |                                                                                   | III   | 87             | 87       | 53  | -34                            |                  |                                                                                                                                                                    | III   | -34                                                |
|                                               |                                                                                   | IV    | 45             | 45       | 28  | -17                            |                  |                                                                                                                                                                    | IV    | -17                                                |
|                                               |                                                                                   | Total | 173            | 173      | 103 | -70                            |                  |                                                                                                                                                                    | Total | -70                                                |
| IMPLICATION FOR CHANGE: Reduction of manpower |                                                                                   |       |                |          |     |                                |                  |                                                                                                                                                                    |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide Ministry of Jute Letter no.Pa.Ma./Sha-1/Misc-10/98/96 Dated: 13/02/2000

| Ministry of Jute<br>May be adjusted in the light<br>of PARC recommendation | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|----------------------------------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
|                                                                            | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
|                                                                            | 22               | 22      | 25      | 24      | 22             | 18      | 17      | 19      |

<sup>40</sup> Jute and Textiles divisions do not currently exist and now these are two separate Ministries

ARC Volume # 18

Serial # 3

Organisation : Department of Textiles

Ministry : Textiles

| Date of Establishment | ARC Proposal on Reorganisation                                                                                 | Class                                                      | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                             | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|----------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|----------------|----------|-----|--------------------------------|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                                                                                                |                                                            | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                            |       |                                                    |
| 1977                  | Abolition of the office and merger of the Institutes of Textile Technology with nearest Polytechnic Institutes | I                                                          | 34             |          |     |                                |                  | Continuation of this Office does not match with GoB's privatization policy. ARC's suggestion to abolish this organisation is a right step towards reform. ARC also proposed for merger of the Institutes of Textile Technology with Polytechnic Institutes. In fact, that will rightsize the organization. | I     |                                                    |
|                       |                                                                                                                | II                                                         | 24             |          |     |                                |                  |                                                                                                                                                                                                                                                                                                            | II    |                                                    |
|                       |                                                                                                                | III                                                        | 277            |          |     |                                |                  |                                                                                                                                                                                                                                                                                                            | III   |                                                    |
|                       |                                                                                                                | IV                                                         | 103            |          |     |                                |                  |                                                                                                                                                                                                                                                                                                            | IV    |                                                    |
|                       |                                                                                                                | Total                                                      | 438            |          |     |                                |                  |                                                                                                                                                                                                                                                                                                            | Total |                                                    |
|                       |                                                                                                                | IMPLICATION FOR CHANGE: The directorate will be abolished. |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                            |       |                                                    |

Ministry : Public Works

| Date of Establishment | ARC Proposal on Reorganisation                                                                  | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                            | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|-------------------------------------------------------------------------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-------------------------------------------|-------|----------------------------------------------------|
|                       |                                                                                                 |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                           |       |                                                    |
| Not mentioned         | Suggested to name it the Ministry of Public Works instead of Ministry of Housing & Public Works | I                                             | 28             | 26       | 24  | -2                             |                  | • Should be considered for implementation | I     | -2                                                 |
|                       |                                                                                                 | II                                            |                |          | 1   | +1                             |                  |                                           | II    | +1                                                 |
|                       |                                                                                                 | III                                           | 52             | 49       | 43  | -6                             |                  |                                           | III   | -6                                                 |
|                       |                                                                                                 | IV                                            | 31             | 31       | 27  | -4                             |                  |                                           | IV    | -4                                                 |
|                       |                                                                                                 | Total                                         | 111            | 106      | 95  | -11                            |                  |                                           | Total | -11                                                |
|                       |                                                                                                 | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                  |                                           |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide Ministry of Works Letter no. Pro:-3/1M-28/98/738 Dated: 22/03/2000

| Ministry of Public Works                            | Sanctioned Posts |         |         |         | Existing Posts |         |         |        |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|--------|
|                                                     | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class4 |
| May be adjusted in the light of PARC recommendation | 21               | 21      | 16      | 22      | 21             | 21      | 11      | 22     |

ARC Volume # 5

Serial # 4

Organisation : Department of Architect

Ministry : Housing and Public Works

| Date of Establishment             | ARC Proposal on Reorganisation | Class                                         | Manpower                     |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                               | Class | Cumulative Impact of ARC and PARC on Existing Size                   |
|-----------------------------------|--------------------------------|-----------------------------------------------|------------------------------|----------|-----|--------------------------------|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------------------------|
|                                   |                                |                                               | Enam Committee <sup>12</sup> | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                              |       |                                                                      |
| 1983 (originally created in 1947) |                                | I                                             | 75                           | 54       | 79  | +25                            | -30              | <ul style="list-style-type: none"><li>The proposed increase at the three levels cannot be readily accepted. This agency does not contribute to revenue earning. Yet the expenditure increased over the years (from Taka 10 million to Taka 13 million from 1990-91 to 1992-93.</li><li>Activities performed by Assistant Architects can be contracted out to private agencies on a periodic basis.</li></ul> | I     | +25<br>-30<br>[Assistant Architects-30 (1 each from 30 Departments)] |
|                                   |                                | II                                            |                              |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                              | II    |                                                                      |
|                                   |                                | III                                           | 164                          | 120      | 135 | +15                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                              | III   | +15                                                                  |
|                                   |                                | IV                                            | 38                           | 29       | 43  | +14                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                              | IV    | +14                                                                  |
|                                   |                                | Total                                         | 277                          | 203      | 257 | +54                            | -30              |                                                                                                                                                                                                                                                                                                                                                                                                              | Total | +24                                                                  |
|                                   |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                              |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                              |       |                                                                      |

PARC's additional comment on up-to date Manpower position stated vide Ministry of Works Letter no. Pro:-3/1M-28/98/738 Dated: 22/03/2000

| Department of Architect                             | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
|                                                     | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
| May be adjusted in the light of PARC recommendation | 75               | 2       | 162     | 38      | 47             | 2       | 123     | 33      |

<sup>12</sup> Currently sanctioned posts

Serial # 4

Ministry : Housing and Public Works

| Date of Establishment                                                                       | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |      |                                | PARC's Comment | Class                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Cumulative Impact of ARC and PARC on Existing Size |                                       |
|---------------------------------------------------------------------------------------------|--------------------------------|-----------------------------------------------|----------------|----------|------|--------------------------------|----------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|---------------------------------------|
|                                                                                             |                                |                                               | Enam Committee | Existing | ARC  | Impact of ARC on Existing Size |                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                    | Changes from ARC                      |
| In 1978 PWD and Directorate of Buildings were merged in to PWD (originally created in 1854) |                                | I                                             | 621            | 578      | 503  | -75                            | -1             | <ul style="list-style-type: none"><li>ARC proposed inanpower size is acceptable. The expansion is due to creating class II positions of Sub-Assistant Engineer and Estimator. This is required for both territorial and functional coverage.</li><li>However, the class I position of Legal Adviser together with a related class IV position can still be reduced, as the activities of the position can be contracted out for efficiency and cost-effectiveness.</li></ul> | I                                                  | -75<br>-1 (PARC)<br>[Legal Adviser-1] |
|                                                                                             |                                | II                                            | 2              | 2        | 1011 | +1009                          |                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | II                                                 | +1009                                 |
|                                                                                             |                                | III                                           | 3603           | 3458     | 2862 | -596                           |                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | III                                                | -596                                  |
|                                                                                             |                                | IV                                            | 1514           | 1659     | 1415 | -244                           | -1             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | IV                                                 | -244<br>-1 (PARC)<br>[MLSS]           |
|                                                                                             |                                | Total                                         | 5740           | 5697     | 5791 | +94                            | -2             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Total                                              | +92                                   |
|                                                                                             |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |      |                                |                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                    |                                       |
|                                                                                             |                                |                                               |                |          |      |                                |                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                    |                                       |

ARC Volume # 6

Serial # 4

Organisation : Office of the Commissioner Settlement

Ministry : Housing and Public Works

| Date of Establishment | ARC Proposal on Reorganisation | Class                             | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                      | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------|----------------|----------|-----|--------------------------------|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                   | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                     |       |                                                    |
| 1958                  |                                | I                                 | 6              | 6        | 6   |                                |                  | In the light of additional work to be undertaken by this agency (particularly for housing of the urban poor. e.g evicted from slums etc). the ARC proposed manpower structure should be implemented | I     |                                                    |
|                       |                                | II                                | 11             | 11       | 11  |                                |                  |                                                                                                                                                                                                     | II    |                                                    |
|                       |                                | III                               | 117            | 117      | 117 |                                |                  |                                                                                                                                                                                                     | III   |                                                    |
|                       |                                | IV                                | 89             | 89       | 89  |                                |                  |                                                                                                                                                                                                     | IV    |                                                    |
|                       |                                | Total                             | 223            | 223      | 223 |                                |                  |                                                                                                                                                                                                     | Total |                                                    |
|                       |                                | IMPLICATION FOR CHANGE: No Change |                |          |     |                                |                  |                                                                                                                                                                                                     |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide Ministry of Works Letter no. Pro:-3/1M-28/98/738 Dated: 22/03/2000

| Office of the Commissioner Settlement               | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
|                                                     | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
| May be adjusted in the light of PARC recommendation | 6                | 11      | 116     | 90      | 5              | 4       | 80      | 49      |

Organisation : Urban Development Directorate

Ministry : Housing and Public Works

| Ministry : Housing and Public Works |                                |                                               |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                      |       |                                                                                |  |
|-------------------------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|--------------------------------------------------------------------------------|--|
| Date of Establishment               | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                       | Class | Cumulative Impact of ARC and PARC on Existing Size                             |  |
|                                     |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                      |       |                                                                                |  |
| 1965                                |                                | I                                             | 41             | 16       | 30  | +14                            | -4               | <ul style="list-style-type: none"><li>A number of functions can be contracted out to outside experts. This will on the one hand reduce revenue expenditure, and enhance efficiency and accountability on the other. Contracting-out always helps to get job done in stipulated time and also ensure accountability of the persons who are given contracts.</li></ul> | I     | +14<br>-4<br>[Senior Geographer-I<br><del>Geographer-1</del><br>Sociologist-1] |  |
|                                     |                                | II                                            | 1              | 1        | 1   |                                |                  |                                                                                                                                                                                                                                                                                                                                                                      | II    |                                                                                |  |
|                                     |                                | III                                           | 115            | 75       | 96  | +21                            | -1               |                                                                                                                                                                                                                                                                                                                                                                      | III   | +21<br>-1 (PARC)<br>[Photo Operator-I]                                         |  |
|                                     |                                | IV                                            | 59             | 44       | 52  | +8                             |                  |                                                                                                                                                                                                                                                                                                                                                                      | IV    | +8                                                                             |  |
|                                     |                                | Total                                         | 216            | 136      | 179 | +43                            | -5               |                                                                                                                                                                                                                                                                                                                                                                      | Total | +38                                                                            |  |
|                                     |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                      |       |                                                                                |  |
|                                     |                                |                                               |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                      |       |                                                                                |  |

PARC's additional comment on up-to date Manpower position stated vide Ministry of Works Letter no. Pro:-3/1M-28/98/738 Dated: 22/03/2000

| Urban Development Directorate                       | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
|                                                     | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
| May be adjusted in the light of PARC recommendation | 41               | 2       | 114     | 59      | 14             | 1       | 63      | 39      |

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Serial # 4

Organisation : Directorate of Government Accommodation

Ministry : Housing and Public Works

| Date of Establishment                      | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                         | Class | Cumulative Impact of ARC and PARC on Existing Size |  |
|--------------------------------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|--|
|                                            |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                        |       |                                                    |  |
| Not mentioned (originally created in 1973) |                                | I                                             | 18             | 17       | 15  | -2                             |                  | • ARC-proposed reduced set-up is rational because it did not see the need to keep a number of positions such as Deputy and assistant Director (class I), Head Assistant, Assistant Deputy Inspector, Accountant etc (class III) and Head Guard and Gurad (class IV). At the same time it saw the need for creating new class II positions like Sub-Assistant Director. | I     | -2                                                 |  |
|                                            |                                | II                                            |                |          | 18  | +18                            |                  |                                                                                                                                                                                                                                                                                                                                                                        | II    | +18                                                |  |
|                                            |                                | III                                           | 164            | 150      | 133 | -17                            |                  |                                                                                                                                                                                                                                                                                                                                                                        | III   | -17                                                |  |
|                                            |                                | IV                                            | 281            | 236      | 64  | -172                           |                  |                                                                                                                                                                                                                                                                                                                                                                        | IV    | -172                                               |  |
|                                            |                                | Total                                         | 463            | 403      | 230 | -173                           |                  |                                                                                                                                                                                                                                                                                                                                                                        | Total | -173                                               |  |
|                                            |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                        |       |                                                    |  |
|                                            |                                |                                               |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                        |       |                                                    |  |

PARC's additional comment on up-to date Manpower position stated vide Ministry of Works Letter no. Pro:-3/1M-28/98/738 Dated: 22/03/2000

| Directorate of Government Accommodation             | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
|                                                     | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
| May be adjusted in the light of PARC recommendation | 18               | 0       | 164     | 281     | 15             | 0       | 145     | 184     |

| Date of Establishment                | ARC Proposal on Reorganisation | Class | Manpower       |          |     |                                |                  | PARC's Comment                          | Class | Cumulative Impact of ARC and PARC on Existing Size |
|--------------------------------------|--------------------------------|-------|----------------|----------|-----|--------------------------------|------------------|-----------------------------------------|-------|----------------------------------------------------|
|                                      |                                |       | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                         |       |                                                    |
| 1979<br>(originally created in 1975) |                                | I     | 3              | 3        | 3   |                                |                  | • Should be accepted for implementation | I     |                                                    |
|                                      |                                | II    | 7              | 7        | 7   |                                | II               |                                         |       |                                                    |
|                                      |                                | III   | 39             | 39       | 39  |                                | III              |                                         |       |                                                    |
|                                      |                                | IV    | 11             | 11       | 11  |                                | IV               |                                         |       |                                                    |
|                                      |                                | Total | 60             | 60       | 60  |                                | Total            |                                         |       |                                                    |
| IMPLICATION FOR CHANGE: No change    |                                |       |                |          |     |                                |                  |                                         |       |                                                    |

ARC Volume# 1  
 Organisation: Department of Supply and Inspection

Serial # 1  
 Ministry: Industries and Commerce (Commerce Division)

| Date of Establishment | ARC Proposal on Reorganization                                                                                                                                                                                                                                           | Class                                                       | Manpower                    |          |                                                            |                                |                  | PARC's Comment                                                                                                                                                                            | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------|-----------------------------|----------|------------------------------------------------------------|--------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                                                                                                                                                                                                                                                          |                                                             | Enam committee <sup>1</sup> | Existing | Administrative Reorganization Committee (ARC) <sup>2</sup> | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                           |       |                                                    |
| 1920s                 | Abolishing the Department in view of the emerging complexities and cost-effectiveness in purchase process<br>* Creation of an Administrative Cell to continue the incomplete work of this Department and the work of the Office of Chief Controller of Imports & Exports | I                                                           | 49                          | 43       | 1                                                          | -42                            |                  | • Looking at the ineffectiveness and other contextual considerations in which the role of this organisation has tremendously reduced, the ARC proposal should be accepted and implemented | I     | -42                                                |
|                       |                                                                                                                                                                                                                                                                          | II                                                          | 1                           | 1        | 1                                                          |                                |                  |                                                                                                                                                                                           | II    |                                                    |
|                       |                                                                                                                                                                                                                                                                          | III                                                         | 263                         | 201      | 2                                                          | -199                           |                  |                                                                                                                                                                                           | III   | -199                                               |
|                       |                                                                                                                                                                                                                                                                          | IV                                                          | 103                         | 82       | 1                                                          | -81                            |                  |                                                                                                                                                                                           | IV    | -81                                                |
|                       |                                                                                                                                                                                                                                                                          | Total                                                       | 416                         | 327      | 5                                                          | -322                           |                  |                                                                                                                                                                                           | Total | -322                                               |
|                       |                                                                                                                                                                                                                                                                          | IMPLICATION FOR CHANGE: The organisation will be abolished. |                             |          |                                                            |                                |                  |                                                                                                                                                                                           |       |                                                    |

<sup>1</sup> The official name of Enam Committee was the Martial Law Committee on Organisational Set-up of Ministries/Divisions and Departments. It was set-up in 1982. The Committee, also known as Enam Committee, given after the name of its chairman Brigadier Enamul Huq Khan, submitted its Report to the government in 1983.

<sup>2</sup> The Administrative Reorganisation Committee (ARC) was set-up in 1993 under the chairmanship of Mohammad Nurunnabi Chowdhury. The Committee, popularly known as Nunrunnabi Committee, produced its 42 volumes over a three-year period - between 1993 and 1996.

ARC Volume # 1

Serial # 4

Organisation: Registrar of Joint Stock Companies and Firms

Ministry: Industries and Commerce (Commerce Division)

| Date of Establishment                             | ARC Proposal on Reorganization | Class                                         | Manpower       |                |     |                                |                  | PARC's Comment                                                                                                                                                                                                                 | Class | Cumulative Impact of ARC and PARC on Existing Size |
|---------------------------------------------------|--------------------------------|-----------------------------------------------|----------------|----------------|-----|--------------------------------|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                                                   |                                |                                               | Enam Committee | Existing       | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                |       |                                                    |
| Mid-19 <sup>th</sup> Century (date not specified) |                                | I                                             | 6              | 5 <sup>*</sup> | 10  | +5                             |                  | • The proposed increase is justifiable in the present context when privatization and industrialization are two of the top policy agenda of the country. Efficiency of this office needs to be improved through extra manpower. | I     | +5                                                 |
|                                                   |                                | II                                            | 9              | 9              | 13  | +4                             |                  |                                                                                                                                                                                                                                | II    | +4                                                 |
|                                                   |                                | III                                           | 14             | 13             | 18  | +5                             |                  |                                                                                                                                                                                                                                | III   | +5                                                 |
|                                                   |                                | IV                                            | 10             | 10             | 14  | +4                             |                  |                                                                                                                                                                                                                                | IV    | +4                                                 |
|                                                   |                                | Total                                         | 39             | 37             | 55  | +18                            |                  |                                                                                                                                                                                                                                | Total | +18                                                |
|                                                   |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |                |     |                                |                  |                                                                                                                                                                                                                                |       |                                                    |

\* Including 4 Assistant Registrars (formerly Class II officers)



Organisation: Office of the Chief Controller of Imports and Exports

Ministry: Ministry of Industries and Commerce (Commerce Division)

| Date of Establishment | ARC Proposal on Reorganization    | Class                                                                                                                                                                                                                                        | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Class | Cumulative Impact of ARC and PARC on Existing Size    |
|-----------------------|-----------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|----------|-----|--------------------------------|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|-------------------------------------------------------|
|                       |                                   |                                                                                                                                                                                                                                              | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |       |                                                       |
| 1940                  | • To be reduced into a small unit | I                                                                                                                                                                                                                                            | 34             | 31       | 7   | -24                            |                  | • In view of the changed procedures and somewhat relaxed import/export regulations, the ARC proposal should be accepted.<br><br>• However, the ARC proposed unit (i.e. Foreign Trade Centre) can be manned with even fewer personnel that what was suggested by ARC (i.e. 31). With a 25-staff office the proposed Centre can perform its functions (e.g. updating database on impodexport and continuing the function of registration).PARC therefore can consider further cutting 6 people from class III and IV levels. After all, ARC proposed 24 positions in class III and IV does not match with 7 class I position. It will be disproportionately (nearly 4:1) bottom heavy. | I     | -24                                                   |
|                       |                                   | II                                                                                                                                                                                                                                           | 42             | 42       |     | -42                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | II    | -42                                                   |
|                       |                                   | III                                                                                                                                                                                                                                          | 126            | 161      | 13  | -148                           | -4               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | III   | -148<br>-4 (PARC) <sup>5</sup><br>[3 UDAs + 1 Typist] |
|                       |                                   | IV                                                                                                                                                                                                                                           | 85             | 85       | 11  | -74                            | -2               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | IV    | -74<br>-2 (PARC)                                      |
|                       |                                   | Total                                                                                                                                                                                                                                        | 287            | 319      | 31  | -288                           | -6               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Total | -294                                                  |
|                       |                                   | IMPLICATION FOR CHANGE: ARC's proposed reduction in the numbers of manpower is justified. PARC is of the view that the organisation should gradually be abolished and creation of a new office called Foreign Trade Centre is not necessary. |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |       |                                                       |

<sup>4</sup> ARC recommends this number for the proposed new organisation

<sup>5</sup> By putting the word PARC in parenthesis, the consultant, throughout the tables, refers to the change in manpower size he proposes for PARC consideration (in addition to the changes suggested by ARC)

ARC Volume # 1

Serial # 6

Organisation: Department of Insurance

Ministry: Industries and Commerce (Commerce Division)

| Date of Establishment | ARC Proposal on Reorganization | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |       |                                                    |
| 1973                  |                                | I                                             | 4              | 5        | 12  | +7                             |                  | <ul style="list-style-type: none"> <li>"Contractual appointment" should be given to an Actuary for efficient policy management of this financial sector in the present day context when the volume of country's import, export and other forms of business have increased and entrepreneurs as well as urban middle class are motivated to open different types of insurance policies. Therefore an expert Actuary is needed on a periodic basis to give a good policy direction to the government on insurance business.</li> <li>On the question of manpower, ARC-proposed increase is acceptable in view of the necessity of extra work force to cope with the task of this vital financial sector.</li> </ul> | I     | +7                                                 |
|                       |                                | II                                            |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | II    |                                                    |
|                       |                                | III                                           | 13             | 19       | 33  | +14                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | III   | +14                                                |
|                       |                                | IV                                            | 6              | 9        | 15  | +6                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | IV    | +6                                                 |
|                       |                                | Total                                         | 23             | 33       | 60  | +27                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Total | +27                                                |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |       |                                                    |

ARC Volume # 1

Serial # 3

Organisation : Directorate of Coal

Ministry : Commerce

| Date of Establishment | ARC Proposal on Reorganisation                                                                          | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|---------------------------------------------------------------------------------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|----------------|-------|----------------------------------------------------|
|                       |                                                                                                         |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                |       |                                                    |
| Not Mentioned         | ARC is aware of Ministerial decision to abolish the Directorate and it need not to propose any further. | I                                             |                |          |     |                                |                  |                | I     |                                                    |
|                       |                                                                                                         | II                                            |                |          |     |                                |                  |                | II    |                                                    |
|                       |                                                                                                         | III                                           |                |          |     |                                |                  |                | III   |                                                    |
|                       |                                                                                                         | IV                                            |                |          |     |                                |                  |                | IV    |                                                    |
|                       |                                                                                                         | Total                                         |                |          |     |                                |                  |                | Total |                                                    |
|                       |                                                                                                         | Abolished (Manpower already declared surplus) |                |          |     |                                |                  |                |       |                                                    |

| Date of Establishment | ARC Proposal on Reorganization                                 | Class                                        | Manpower       |          |      |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                     | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|----------------------------------------------------------------|----------------------------------------------|----------------|----------|------|--------------------------------|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                                                |                                              | Enam Committee | Existing | ARC' | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                    |       |                                                    |
| 1937                  | • Abolition and two of its Laboratories to be merged with BSTI | I                                            | 10             | 10       | 8    | -2                             |                  | • In view of the insignificant contribution of this agency to the country's export market, the ARC recommendation is rational.<br>• The proposal to keep two Laboratories at Chittagong and Khulna is also justified. To be situated in two port cities, these two laboratories can help exporters | I     | -2                                                 |
|                       |                                                                | II                                           | 13             | 13       | 10   | -3                             |                  |                                                                                                                                                                                                                                                                                                    | II    | -3                                                 |
|                       |                                                                | III                                          | 20             | 19       | 14   | -5                             |                  |                                                                                                                                                                                                                                                                                                    | III   | -5                                                 |
|                       |                                                                | IV                                           | 11             | 11       | 8    | -3                             |                  |                                                                                                                                                                                                                                                                                                    | IV    | -3                                                 |
|                       |                                                                | Total                                        | 54             | 53       | 40   | -13                            |                  |                                                                                                                                                                                                                                                                                                    | Total | -13                                                |
|                       |                                                                | IMPLICATION FOR CHANGE: Abolition and merger |                |          |      |                                |                  |                                                                                                                                                                                                                                                                                                    |       |                                                    |

<sup>3</sup> ARC proposes this manpower size for the two Laboratories to be situated in Chittagong and Khulna

Ministry : Energy and Mineral Resources

| Date of Establishment                                                                                               | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                          | Class | Cumulative Impact of ARC and PARC on Existing Size |
|---------------------------------------------------------------------------------------------------------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                                                                                                                     |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                         |       |                                                    |
| Not mentioned (In 1986, Energy Division and Petroleum & Mineral Resources Divisions were merged in to the Ministry) |                                | I                                             | 33             | 33       | 32  | -1                             |                  | • ARC justifiably proposed to replace unnecessary positions with required ones (e.g. Assistant Secretary with Assistant Head and Research officer (class I), LDA, Typist with Data Entry Operator/ UDA etc (class III). | I     | -1                                                 |
|                                                                                                                     |                                | II                                            |                |          |     |                                |                  |                                                                                                                                                                                                                         | II    |                                                    |
|                                                                                                                     |                                | III                                           | 66             | 66       | 64  | -2                             |                  |                                                                                                                                                                                                                         | III   | -2                                                 |
|                                                                                                                     |                                | IV                                            | 42             | 42       | 37  | -5                             |                  |                                                                                                                                                                                                                         | IV    | -5                                                 |
|                                                                                                                     |                                | Total                                         | 141            | 141      | 133 | -8                             |                  |                                                                                                                                                                                                                         | Total | -8                                                 |
|                                                                                                                     |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                         |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide Ministry of Power, Energy & Mineral Resources Letter no. Bi.Ja.Ja.Sa.Ma-Pro/Sa.Mo-I/Misc-12/98/130 Dated: 17/02/2000

| Ministry of Power, Energy and Mineral Resources     | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
| May be adjusted in the light of PARC recommendation | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
|                                                     | 17               | 17      | 20      | 17      | 17             | 16      | 17      | 17      |

| Date of Establishment | ARC Proposal on Reorganization | Class                                         | Manpower                    |          |     |                                |                  | PARC's Comment                                                                                                                    | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|-----------------------------|----------|-----|--------------------------------|------------------|-----------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam committee <sup>7</sup> | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                   |       |                                                    |
| Not mentioned         |                                | I                                             |                             | 2        | 4   | +2                             |                  | • In the context of Bangladesh's present and future opportunities in mineral resources sector, the proposed increase is rational. | I     | +2                                                 |
|                       |                                | II                                            |                             |          |     |                                |                  |                                                                                                                                   | II    |                                                    |
|                       |                                | III                                           |                             | 4        | 16  | +12                            |                  |                                                                                                                                   | III   | +12                                                |
|                       |                                | IV                                            |                             | 2        | 6   | +4                             |                  |                                                                                                                                   | IV    | +4                                                 |
|                       |                                | Total                                         |                             | 8        | 26  | +18                            |                  |                                                                                                                                   | Total | +18                                                |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                             |          |     |                                |                  |                                                                                                                                   |       |                                                    |
|                       |                                |                                               |                             |          |     |                                |                  |                                                                                                                                   |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide Ministry of Power, Energy & Mineral Resources letter no. Bi.Ju.Ja.Sa.Ma-Pr/Sa.Ma-I/Misc-12/98/130  
Dated: 17/02/2000

| Bureau of Mineral Resources Development             | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
| May be adjusted in the light of PARC recommendation | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
|                                                     | 2                | 0       | 4       | 2       | 2              | 0       | 3       | 1       |

<sup>7</sup> The Bureau was created after Enam Committee submitted its report

| Date of Establishment                          | ARC Proposal on Reorganization                                                                                                  | Class                                                                             | Manpower              |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                  | Class | Cumulative Impact of ARC and PARC on Existing Size |
|------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|-----------------------|----------|-----|--------------------------------|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                                                |                                                                                                                                 |                                                                                   | Enam Committee        | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                 |       |                                                    |
| British period (Under the Explosive Acts 1884) | <ul style="list-style-type: none"><li>Line Ministry to be changed from Energy &amp; Mineral Resources to Home Affairs</li></ul> | I                                                                                 | 10                    | 7        | 16  | +9                             |                  | <ul style="list-style-type: none"><li>The ARC proposal for changing the controlling ministry from Energy &amp; Mineral Resources to Home Affairs is totally justified in the context of present challenge of the Ministry of Home Affairs in combating crime and handling illegal arms, bombs and explosives</li><li>The ARC-proposed increase in this organization's manpower should be implemented.</li></ul> | I     | +9                                                 |
|                                                |                                                                                                                                 | II                                                                                | 4*<br>[created later] | 4        | 9   | +5                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                                 | II    | +5                                                 |
|                                                |                                                                                                                                 | III                                                                               | 22                    | 24       | 28  | +4                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                                 | III   | +4                                                 |
|                                                |                                                                                                                                 | IV                                                                                | 15                    | 15       | 17  | +2                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                                 | IV    | +2                                                 |
|                                                |                                                                                                                                 | Total                                                                             | 51                    | 50       | 70  | +20                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                 | Total | +20                                                |
|                                                |                                                                                                                                 | IMPLICATION FOR CHANGE: Expansion of manpower and change the controlling Ministry |                       |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                 |       |                                                    |
|                                                |                                                                                                                                 |                                                                                   |                       |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                 |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide Ministry of Power, Energy & Mineral Resources Letter no. Bi.Ja.Ja.Sa.Ma-Pro/Sa.Mo-1/Misc-12/98/130  
Dated: 17/02/2000

| Department of Explosives<br>May be adjusted in the light of PARC recommendation | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|---------------------------------------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
|                                                                                 | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
|                                                                                 | 6                | 10      | 29      | 18      | 6              | 6       | 24      | 14      |

ARC Volume # 4

Serial # 1

Organisation: Office of the Electrical Adviser and Chief Electric Inspector

Ministry: Energy and Mineral Resources

| Date of Establishment | ARC Proposal on Reorganization                                 | Class                                                                                                                                        | Manpower       |          |     |                                | Changes from ARC | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Class | Cumulative Impact of ARC and PARC on Existing Size      |
|-----------------------|----------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|----------------|----------|-----|--------------------------------|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|---------------------------------------------------------|
|                       |                                                                |                                                                                                                                              | Enam Committee | Existing | ARC | Impact of ARC on Existing Size |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |       |                                                         |
| 1910                  | • Merger with Energy Monitoring and Conservation Centre (EMCC) | I                                                                                                                                            | 21             | 19       | 36  | +17                            | -2               | • A number of functions of this organisation (at class I level) may be contracted out to private hands such as Data Analyst and Economist.<br><br>• The proposal for merger is justified on the ground that these two agencies perform complementary functions. The Office of the Electrical Adviser and Electric Inspector mainly (a) implements laws and rules pertaining to electricity, (b) gives approval for electricity generation and distribution, (c) periodic inspection of such installations, (d) inspection in case of accidents etc. On the other hand, the Energy Monitoring and Conservation Centre (EMCC) is mainly responsible for (a) advising on the optimal use of energy and power, (b) helping the government to identify sectors consuming excessive energy and power, (c) conducting training, providing data and undertaking campaign to save energy and (d) make recommendations. | I     | +17<br>-2 (PARC)<br><br>[Economist-1<br>Data Analyst-1] |
|                       |                                                                | II                                                                                                                                           | 3              | 3        | 24  | +21                            | II               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | +21   |                                                         |
|                       |                                                                | III                                                                                                                                          | 32             | 31       | 59  | +28                            | III              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | +28   |                                                         |
|                       |                                                                | IV                                                                                                                                           | 19             | 17       | 31  | +14                            | IV               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | +14   |                                                         |
|                       |                                                                | Total                                                                                                                                        | 75             | 70       | 150 | +80                            | -2               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Total | +78                                                     |
|                       |                                                                | IMPLICATION FOR CHANGE: Energy Monitoring and Reservation Centre will be merged with Directorate of Power Advisor and Chief Power Inspector. |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |       |                                                         |

Organisation: Department of Geological Survey

Ministry: Energy and Mineral Resources

| Date of Establishment | ARC Proposal on Reorganization | Class                                         | Manpower       |          |     |                                |                                                                                                                                                                                                                                                                                                                                                                                               | PARC's Comment                                                                                                                                                                                                                                                                                                        | Class | Cumulative Impact of ARC and PARC on Existing Size                                                 |  |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------------------------------------------------------|--|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                       |       |                                                                                                    |  |
| 1972                  |                                | I                                             | 174            | 111      | 133 | +22                            | -4                                                                                                                                                                                                                                                                                                                                                                                            | <ul style="list-style-type: none"><li>The ARC proposed expansion mostly affect the top of the organisation. The proposal is acceptable because this agency (a) contributes to the country's economy; and (b) manpower at the top technical level is essential to carryout the agency's technical functions.</li></ul> | I     | +22<br>-4 (PARC)<br><br>[Drilling Engineer-1<br>Photogrammetrist-1<br>Mappist-1<br>Cartographer-1] |  |
|                       |                                | II                                            | 29             | 17       | 21  | +4                             | II                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                       | +4    |                                                                                                    |  |
|                       |                                | III                                           | 309            | 255      | 246 | -9                             | <ul style="list-style-type: none"><li>However, some activities of this organisation can be contracted out. These include, for example, Drilling Engineer, Photogrametrist, Mappist, Cartographer. At least these 4 positions will not be required for round the year. The level of efficiency required for these types of activities is also available in the local private sector.</li></ul> | III                                                                                                                                                                                                                                                                                                                   | -9    |                                                                                                    |  |
|                       |                                | IV                                            | 132            | 124      | 120 | -4                             |                                                                                                                                                                                                                                                                                                                                                                                               | IV                                                                                                                                                                                                                                                                                                                    | -4    |                                                                                                    |  |
|                       |                                | Total                                         | 644            | 507      | 520 | +13                            |                                                                                                                                                                                                                                                                                                                                                                                               | -4                                                                                                                                                                                                                                                                                                                    | Total | +9                                                                                                 |  |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                       |       |                                                                                                    |  |
|                       |                                |                                               |                |          |     |                                |                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                       |       |                                                                                                    |  |

PARC's additional comment on up-to date Manpower position stated vide Ministry of Power, Energy & Mineral Resources Letter no. BL/Ja/Ja.Sa.Ma-Pro/Sa.Mo-1/Misc-12/98/130  
Dated: 17/02/2000

| Department of Geological Survey                     | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
| May be adjusted in the light of PARC recommendation | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
|                                                     | 71               | 17      | 217     | 94      | 69             | 15      | 192     | 89      |

ARC Volume # 18

Serial # 2

Organisation : Board of Land Administration

Ministry : Land

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                       | Class | Cumulative Impact of ARC and PARC on Existing Size |  |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|--|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                      |       |                                                    |  |
| Not mentioned         |                                | I                                             | 27             | 27       | 21  | -6                             |                  | • Instead of 8 Deputy Land Reforms Commissioner and 6 Assistant land Reforms Commissioner, ARC proposed to create 3 new positions of Directors and 4 Assistant Directors. This is how the Committee rationalizes the new manpower set-up. It also saw to necessity to cut the size of UDAs and LDAs. | I     | -6                                                 |  |
|                       |                                | II                                            | I              | 1        | 1   |                                |                  |                                                                                                                                                                                                                                                                                                      | II    |                                                    |  |
|                       |                                | III                                           | 69             | 68       | 49  | -19                            |                  |                                                                                                                                                                                                                                                                                                      | III   | -19                                                |  |
|                       |                                | IV                                            | 36             | 34       | 34  |                                |                  |                                                                                                                                                                                                                                                                                                      | IV    |                                                    |  |
|                       |                                | Total                                         | 133            | 130      | 105 | -25                            |                  |                                                                                                                                                                                                                                                                                                      | Total | -25                                                |  |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                      |       |                                                    |  |
|                       |                                |                                               |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                      |       |                                                    |  |

PARC's additional comment on up-to date Manpower position stated vide Land Reforms Board Letter no. Bhu. Sa. Bo.-1/3Pa-5/97/113 Dated: 2/03/2000

| Land Reforms Board                                  | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
|                                                     | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
| May be adjusted in the light of PARC recommendation | 18               | 0       | 40      | 22      | 14             | 0       | 33      | 21      |

ARC Volume # 21

Serial # 2

Organisation : Directorate of Land Records & Surveys

Ministry : Land

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |      |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                | Class                                                                                                                                                                                                                                                                                                                                | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|------|--------------------------------|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC  | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                      |                                                    |
| Not mentioned         |                                | I                                             | 86             | 86       | 79   | -7                             |                  | <ul style="list-style-type: none"><li>Performing a lot a functions in relation to land surveys and records. Although the proposed manpower size looks rather large but it is necessary given its territorial and functional jurisdiction (e.g. creating functional units at all thana headquarters)</li></ul> | I                                                                                                                                                                                                                                                                                                                                    | -7                                                 |
|                       |                                | II                                            | 246            | 235      | 493  | +258                           |                  |                                                                                                                                                                                                                                                                                                               | II                                                                                                                                                                                                                                                                                                                                   | +258                                               |
|                       |                                | III                                           | 3520           | 2894     | 3819 | +925                           |                  |                                                                                                                                                                                                                                                                                                               | III                                                                                                                                                                                                                                                                                                                                  | +925                                               |
|                       |                                | IV                                            | 2097           | 1319     | 2806 | +1487                          |                  |                                                                                                                                                                                                                                                                                                               | IV                                                                                                                                                                                                                                                                                                                                   | +1487                                              |
|                       |                                | Total                                         | 5949           | 4534     | 7197 | +2663                          |                  | Total                                                                                                                                                                                                                                                                                                         | +2663                                                                                                                                                                                                                                                                                                                                |                                                    |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |      |                                |                  |                                                                                                                                                                                                                                                                                                               | <ul style="list-style-type: none"><li>However, it is important to review this agency's organisational structure and manpower set-up as the government is about to launch a massive project to modernize the system of land surveys and records. If such change takes place then less but skilled manpower will be required</li></ul> |                                                    |

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                            | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------|----------|-----|--------------------------------|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam     | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                           |       |                                                    |
| 1983                  |                                | I                                             | 7        | 7        | 9   |                                | +2               | <ul style="list-style-type: none"><li>ARC proposed to increase the number of officials and staff to improve efficiency and also to properly run the hostel for trainees [e.g. Principal Trainer and Research Officer (class I), Typist, Computer Operator, Supervisor, LDA (class 111), Electrician, Cook, Library Attendent, Dining Boy, Attendent (class IV)]</li></ul> | I     | +2                                                 |
|                       |                                | II                                            |          |          | 1   |                                | +1               |                                                                                                                                                                                                                                                                                                                                                                           | II    | +1                                                 |
|                       |                                | III                                           | 11       | 11       | 17  |                                | +6               |                                                                                                                                                                                                                                                                                                                                                                           | III   | +6                                                 |
|                       |                                | IV                                            | 10       | 10       | 25  |                                | +15              |                                                                                                                                                                                                                                                                                                                                                                           | IV    | +15                                                |
|                       |                                | Total                                         | 28       | 28       | 52  |                                | +24              |                                                                                                                                                                                                                                                                                                                                                                           | Total | +24                                                |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |          |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                           |       |                                                    |

ARC Volume # 17

Serial # 3

Organisation : Office of the Controller of Accounts (Land)

Ministry : Land

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                    | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                   |       |                                                    |
| 1954                  |                                | I                                             | 7              | 6        | 7   | +1                             |                  | <ul style="list-style-type: none"><li>ARC-proposed reduced set-up is rational because it did not see the need to keep a number of positions such as Account Supervisor (Land) (class 11), Auditor, LDA (class III) and MLSS (class IV).</li></ul> | I     | +1                                                 |
|                       |                                | II                                            | 73             | 65       | 58  | -7                             |                  |                                                                                                                                                                                                                                                   | II    | -7                                                 |
|                       |                                | III                                           | 96             | 85       | 75  | -10                            |                  |                                                                                                                                                                                                                                                   | III   | -10                                                |
|                       |                                | IV                                            | 79             | 77       | 64  | -13                            |                  |                                                                                                                                                                                                                                                   | IV    | -13                                                |
|                       |                                | Total                                         | 255            | 233      | 204 | -29                            |                  |                                                                                                                                                                                                                                                   | Total | -29                                                |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                   |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide Office of the Controller of Accounts (Land) Letter no.Pro: Sha:/45/74/90 Dated: 01/03/2000

| Office of the Controller of Accounts (Land)         | Sanctioned Posts |         |         |         | Existing Posts |         |         |        |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|--------|
| May be adjusted in the light of PARC recommendation | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class4 |
|                                                     | 7                | 73      | 96      | 79      | 1              | 61      | 86      | 76     |

Ministry : Women, Family and Social welfare<sup>6</sup>

| Date of Establishment | ARC Proposal on Reorganisation | Class                                                     | Manpower       |           |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------------------|----------------|-----------|-----|--------------------------------|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                                           | Enam Committee | Existing  | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |       |                                                    |
|                       |                                | I                                                         | 52             | Not shown | 34  | -18                            |                  | <ul style="list-style-type: none"> <li>First of all, ARC proposed merger is a good idea. The three fundamental subjects- women, child and social welfare- are complementary to each other, and therefore could be handled by a single Ministry.</li> <li>Currently, the two Ministries are working separately. The work load of the Ministry of Women Affairs increased in recent years, because in 1994 the subject of Child was transferred from the Ministry of Social Welfare to Women.</li> <li>But keeping the ARC idea of merger in perspective, the proposed manpower is justified. Although the subject of Child has shifted to the Ministry of Women Affairs, a merged Ministry can accomplish tasks.</li> <li>However, to reach the goal of women, child and social development, the Ministry can consider strengthening its Planning wing with added manpower (e.g. 1 Joint Chief, 1 Deputy Secretary, 3 Senior Assistant Secretaries to look after three subjects and relevant class II, III and IV employees).</li> </ul> | I     | -18                                                |
|                       |                                | II                                                        |                |           | 2   | +2                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | II    | +2                                                 |
|                       |                                | III                                                       | 91             |           | 56  | -26                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | III   | -26                                                |
|                       |                                | IV                                                        | 54             |           | 38  | -16                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | IV    | -16                                                |
|                       |                                | Total                                                     | 197            |           | 139 | -58                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Total | -58                                                |
|                       |                                | IMPLICATION FOR CHANGE: Merger with reduction of manpower |                |           |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |       |                                                    |

<sup>6</sup> Merger of the two Ministries (i.e. Women and Social Welfare) was proposed by the ARC

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |      |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Class | Cumulative Impact of ARC and PARC on Existing Size       |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|------|--------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC  | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |       |                                                          |
| 1984                  |                                | I                                             | 67             | 47       | 52   | +5                             |                  | <ul style="list-style-type: none"><li>During ARC's report out of 460 Thans there were 136 Thana offices. After that steps were taken for creation of 260 new Thana offices. Out of those 180 offices has been created so far. The new offices will have 780 (260 x 3 i-e officer, Class-ii, Typist cum clerk Class-iii and MLSS Class-iv) manpower.</li><li>The 136 Thana Offices do not need 136 Sweepers/Night Guards because the Thana Parishad buildings, in which the Women's Affairs Officer occupy their office rooms, have their own Sweepers/Night Guards.</li></ul> | I     | +5                                                       |
|                       |                                | II                                            | 180            | 156      | 179  | +23                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | II    | +23<br>+ 260                                             |
|                       |                                | III                                           | 361            | 361      | 379  | +18                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | III   | +18<br>+ 260                                             |
|                       |                                | IV                                            | 408            | 408      | 390  | -18                            | -136             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | IV    | + 260<br>-18<br>-136 (PARC)<br>[Sweeper/Night Guard-1361 |
|                       |                                | Total                                         | 1016           | 972      | 1000 | +28                            | -136             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Total | + 672                                                    |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |      |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |       |                                                          |
|                       |                                |                                               |                |          |      |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |       |                                                          |

Ministry: Fisheries and Livestock

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                 | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|----------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                |       |                                                    |
| Not mentioned         |                                | I                                             | 29             | 29       | 23  | -6                             |                  | • Should be accepted for implementation. ARC has rationally proposed to abolish some class I and IV positions. | I     | -6                                                 |
|                       |                                | II                                            |                |          |     |                                |                  |                                                                                                                | II    |                                                    |
|                       |                                | III                                           | 46             | 46       | 48  | +2                             |                  |                                                                                                                | III   | +2                                                 |
|                       |                                | IV                                            | 26             | 26       | 24  | -2                             |                  |                                                                                                                | IV    | -2                                                 |
|                       |                                | Total                                         | 101            | 101      | 95  | -6                             |                  |                                                                                                                | Total | -6                                                 |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                  |                                                                                                                |       |                                                    |

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                       | Class | Cumulative Impact of ARC and PARC on Existing Size                                                                                        |  |
|-----------------------|--------------------------------|-----------------------------------------------|----------|----------|-----|--------------------------------|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|-------------------------------------------------------------------------------------------------------------------------------------------|--|
|                       |                                |                                               | Enam     | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                      |       |                                                                                                                                           |  |
| 1985                  |                                | I                                             | 14       | 8        | 15  | +7                             |                  | <ul style="list-style-type: none"><li>A number of functions can be contracted out to outside experts. This will on the one hand reduce revenue expenditure, and enhance efficiency and accountability on the other. Contracting-out always helps to get job done in stipulated time and also ensure accountability of the persons who are given contracts.</li></ul> | I     | +7                                                                                                                                        |  |
|                       |                                | II                                            | 3        | 1        | 3   | +2                             | -3               |                                                                                                                                                                                                                                                                                                                                                                      | II    | +2<br>-3 (PARC)<br>[Economic Investigator-1<br>Senior Cinematographer-1<br>Senior Photographer-I]                                         |  |
|                       |                                | III                                           | 69       | 44       | 69  | +25                            | -11              |                                                                                                                                                                                                                                                                                                                                                                      | III   | +25<br>-11 (PARC)<br>[Audio-Visual Equipment<br>Mechanic-2<br>Artist- II<br>Audio-Visual Supervisor- 1<br>Audio-Visual Unit Operator- 71] |  |
|                       |                                | IV                                            | 24       | 19       | 26  | +7                             |                  |                                                                                                                                                                                                                                                                                                                                                                      | IV    | +7                                                                                                                                        |  |
|                       |                                | Total                                         | 110      | 72       | 113 | +41                            | -14              |                                                                                                                                                                                                                                                                                                                                                                      | Total | +27                                                                                                                                       |  |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |          |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                      |       |                                                                                                                                           |  |
|                       |                                |                                               |          |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                      |       |                                                                                                                                           |  |

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<sup>33</sup> Currently sanctioned posts

ARC Volume #25

Serial # 2

Organisation : Department of Fisheries

Ministry : Fisheries and Livestock

| Date of Establishment                | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |      |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                    | Class | Cumulative Impact of ARC and PARC on Existing Size                                   |  |
|--------------------------------------|--------------------------------|-----------------------------------------------|----------------|----------|------|--------------------------------|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|--------------------------------------------------------------------------------------|--|
|                                      |                                |                                               | Enam Committee | Existing | ARC  | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                   |       |                                                                                      |  |
| 1984<br>(originally created in 1908) |                                | I                                             | 760            | 708      | 787  | +79                            | -6               | <ul style="list-style-type: none"><li>ARC proposed organogram is well-thought. The expansion is due to the territorial and functional expansion of its programmes.</li><li>However, some class I positions together with related class IV positions can still be reduced, as the activities of class I positions can be contracted out.</li></ul> | I     | +79<br>-6 (PARC)<br>[Biometrician-2<br>Fishery Technologist—2<br>Micro-biologist-21] |  |
|                                      |                                | II                                            | 71             | 59       | 567  | +508                           |                  |                                                                                                                                                                                                                                                                                                                                                   | II    | +508                                                                                 |  |
|                                      |                                | III                                           | 2056           | 2056     | 1799 | -257                           |                  |                                                                                                                                                                                                                                                                                                                                                   | III   | -257                                                                                 |  |
|                                      |                                | IV                                            | 984            | 984      | 993  | +9                             | -6               |                                                                                                                                                                                                                                                                                                                                                   | IV    | +9<br>-6 (PARC)<br>[MLSS]                                                            |  |
|                                      |                                | Total                                         | 3949           | 3807     | 4146 | +339                           | -12              |                                                                                                                                                                                                                                                                                                                                                   | Total | +327                                                                                 |  |
|                                      |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |      |                                |                  |                                                                                                                                                                                                                                                                                                                                                   |       |                                                                                      |  |
|                                      |                                |                                               |                |          |      |                                |                  |                                                                                                                                                                                                                                                                                                                                                   |       |                                                                                      |  |

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |      |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                 | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|------|--------------------------------|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC  | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                |       |                                                    |
| 1947                  |                                | I                                             | 1438           | 1301     | 1412 | +111                           | -1               | <ul style="list-style-type: none"><li>ARC proposed organogram is well-thought. The expansion is due to the territorial and functional expansion of its programmes.</li><li>However, the class I position of Dairy Economist' together with a related class IV position can still be reduced, as the activities of this class I position can be contracted out for efficiency and cost-effectiveness.</li></ul> | I     | +111<br>-1 (PARC)<br>[Dairy Economist-11]          |
|                       |                                | II                                            | 8              | 7        | 6    | -1                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                                | II    | -1                                                 |
|                       |                                | III                                           | 4566           | 4462     | 4841 | +379                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                                | III   | +379                                               |
|                       |                                | IV                                            | 2278           | 2210     | 2332 | +122                           | -1               |                                                                                                                                                                                                                                                                                                                                                                                                                | IV    | -1 (PARC)<br>-1 (PARC)<br>[MLSS]                   |
|                       |                                | Total                                         | 8289           | 7980     | 8591 | +611                           | -1               |                                                                                                                                                                                                                                                                                                                                                                                                                | Total | +609                                               |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |      |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                |       |                                                    |

Ministry : Youth, Sports and Culture<sup>41</sup>

| Date of Establishment                         | ARC Proposal on Reorganisation                                              | Class | Manpower       |          |     |                                | PARC's Comment   | Class                                     | Cumulative Impact of ARC and PARC on Existing Size |     |
|-----------------------------------------------|-----------------------------------------------------------------------------|-------|----------------|----------|-----|--------------------------------|------------------|-------------------------------------------|----------------------------------------------------|-----|
|                                               |                                                                             |       | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                           |                                                    |     |
| 1984                                          | Proposed to merge Ministry of Culture with the Ministry of Youth and Sports | I     | 37             | 33       | 24  | -9                             |                  | • Should be considered for implementation | I                                                  | -9  |
|                                               |                                                                             | II    |                |          | 1   | +1                             |                  |                                           | II                                                 | +1  |
|                                               |                                                                             | III   | 62             | 31       | 47  | +16                            |                  |                                           | III                                                | +16 |
|                                               |                                                                             | IV    | 40             | 38       | 28  | -10                            |                  |                                           | IV                                                 | -10 |
|                                               |                                                                             | Total | 139            | 102      | 100 | -2                             |                  |                                           | Total                                              | -2  |
| IMPLICATION FOR CHANGE: Reduction of manpower |                                                                             |       |                |          |     |                                |                  |                                           |                                                    |     |

<sup>41</sup> The present name is Ministry of Youth and Sports

ARC Volume # 2

Serial # 1

Organisation: Directorate of Sports

Ministry: Youth and Sports

| Date of Establishment | ARC Proposal on Reorganization | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                              | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                             |       |                                                    |
| 1976                  |                                | I                                             | 80             | 73       | 84  | +11                            |                  | • To create the District Sports Officer's position in all the 64 districts and additional positions of Medical Officer, the ARC recommendation is rational. | I     | +11                                                |
|                       |                                | II                                            | 9              | 17       | 18  | +1                             |                  |                                                                                                                                                             | II    | +1                                                 |
|                       |                                | III                                           | 84             | 85       | 85  |                                |                  |                                                                                                                                                             | III   |                                                    |
|                       |                                | IV                                            | 60             | 121      | 121 |                                |                  |                                                                                                                                                             | IV    |                                                    |
|                       |                                | Total                                         | 233            | 296      | 308 | +12                            |                  |                                                                                                                                                             | Total | +12                                                |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                                                                                                                             |       |                                                    |

| Date of Establishment | ARC Proposal on Reorganisation | Class | Manpower                                     |          |     |                                | PARC's Comment   | Class                                                                                                                                                                                                                                                                                                      | Cumulative Impact of ARC and PARC on Existing Size |     |
|-----------------------|--------------------------------|-------|----------------------------------------------|----------|-----|--------------------------------|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|-----|
|                       |                                |       | Enam Committee                               | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                            |                                                    |     |
| 1981                  |                                | I     | 43                                           | 28       | 48  | +20                            |                  | • The increase in Class I level is mainly due to the proposed creation of 36 Assistant Director's positions in 36 districts. This is a moderate idea, given the magnitude of task this agency has to perform to train youths to curve unemployment. The ARC proposal should be accepted for implementation | I                                                  | +20 |
|                       |                                | II    |                                              |          |     |                                |                  |                                                                                                                                                                                                                                                                                                            | II                                                 |     |
|                       |                                | III   | 106                                          | 95       | 90  | -5                             |                  |                                                                                                                                                                                                                                                                                                            | III                                                | -5  |
|                       |                                | IV    | 37                                           | 36       | 43  | +7                             |                  |                                                                                                                                                                                                                                                                                                            | IV                                                 | +7  |
|                       |                                | Total | 186                                          | 159      | 181 | +22                            |                  |                                                                                                                                                                                                                                                                                                            | Total                                              | +22 |
|                       |                                |       | IMPLICATION FOR CHANGE: Increase in manpower |          |     |                                |                  |                                                                                                                                                                                                                                                                                                            |                                                    |     |

Ministry: Communications (Jogajog)

| Date of Establishment | ARC Proposal on Reorganisation                                                                                                                                                                 | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                              | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                                                                                                                                                                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                             |       |                                                    |
|                       | <ul style="list-style-type: none"><li>Proposed to create this Ministry by merging three Ministries (i.e. Post &amp; Tele Communications, Civil, Aviation &amp; Tourism and Shipping)</li></ul> | I                                             | 62             | 62       | 34  | -28                            |                  | <ul style="list-style-type: none"><li>The calculated reduction in all classes is rational. ARC clearly shown in its proposed organogram that the new ministry would be able to carry on the business of all the three ministries which would be merged in to one.</li></ul> | I     | -28                                                |
|                       |                                                                                                                                                                                                | 11                                            |                |          |     |                                |                  |                                                                                                                                                                                                                                                                             | II    |                                                    |
|                       |                                                                                                                                                                                                | III                                           | 138            | 138      | 72  | -66                            |                  |                                                                                                                                                                                                                                                                             | III   | -66                                                |
|                       |                                                                                                                                                                                                | IV                                            | 74             | 74       | 35  | -39                            |                  |                                                                                                                                                                                                                                                                             | IV    | -39                                                |
|                       |                                                                                                                                                                                                | Total                                         | 274            | 274      | 141 | -133                           |                  |                                                                                                                                                                                                                                                                             | Total | -133                                               |
|                       |                                                                                                                                                                                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                             |       |                                                    |
|                       |                                                                                                                                                                                                |                                               |                |          |     |                                |                  |                                                                                                                                                                                                                                                                             |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide Ministry of Post, Telegraph & Telecommunication letter no. PT/Sec-1/Misc-3/99-480 Dated: 24/02/2000

| Ministry of Post, Telegraph & Telecommunication<br>May be adjusted in the light of PARC recommendation | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|--------------------------------------------------------------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
|                                                                                                        | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
|                                                                                                        | 19               | 18      | 24      | 23      | 19             | 15      | 21      | 20      |

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |      |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|------|--------------------------------|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC  | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |       |                                                    |
| 1962                  |                                | I                                             | 572            | 474      | 571  | +97                            | -3               | <ul style="list-style-type: none"><li>In fact, ARC proposed to fill in sanctioned positions in most cases. Territorial coverage of R&amp;H is increasing and also its functional boundary is widening, e.g. road side tree plantation. The proposed increase in the number of personnel is rational, given that a well-built and maintained road network is the key to economic growth and social development.</li><li>However, some positions can be contracted out (shown here)</li></ul> | I     | +97<br>-3 (PARC)<br>[Economist-2<br>Geologist-1]   |
|                       |                                | II                                            | 765            | 721      | 765  | +44                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | II    | +44                                                |
|                       |                                | III                                           | 4603           | 4239     | 4527 | +288                           | -3               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | III   | +288<br>-3(PARC)<br>[Typist/LDA-3]                 |
|                       |                                | IV                                            | 3298           | 2866     | 3247 | +381                           | -3               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | IV    | +381<br>-3 (PARC)<br>[MLSS-3]                      |
|                       |                                | Total                                         | 9238           | 8300     | 9110 | +810                           | -9               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Total | +801                                               |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |      |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide Ministry of Communication Letter no.A/1E-4/2000-322 Dated: 7/03/2000

| Roads and Highways Directorate                      | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
|                                                     | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
| May be adjusted in the light of PARC recommendation | 574              | 679     | 4759    | 3226    | 574            | 589     | 3727    | 1948    |

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Serial # 3

Organisation : Bangladesh Road Transport Authority (BRTA)

Ministry : Communications

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                           | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                          |       |                                                    |
| 1987                  |                                | I                                             | 37             | 25       | 51  | +26                            | -1               | ARC's consideration for an expansion of manpower is acceptable on the ground that the work load of this agency has increased in recent years. The additional manpower is also needed in view of the organisation's wider geographical coverage.<br><br>• However, the two positions could still be contracted out for a periodic basis for efficient performance and cost-effectiveness. | I     | +26<br>-1 (PARC)<br>[Economist]                    |
|                       |                                | II                                            | 56             | 49       | 114 | +65                            |                  |                                                                                                                                                                                                                                                                                                                                                                                          | II    | +65                                                |
|                       |                                | III                                           | 157            | 147      | 194 | +47                            | -1               |                                                                                                                                                                                                                                                                                                                                                                                          | III   | +47<br>-1 (PARC)<br>[Research Assistant]           |
|                       |                                | IV                                            | 41             | 40       | 59  | +19                            |                  |                                                                                                                                                                                                                                                                                                                                                                                          | IV    | +19                                                |
|                       |                                | Total                                         | 291            | 261      | 418 | +157                           | -2               |                                                                                                                                                                                                                                                                                                                                                                                          | Total | +155                                               |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                          |       |                                                    |

| Date of Establishment | ARC Proposal on Reorganisation | Class                             | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------|----------------|----------|-----|--------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                   | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |       |                                                    |
| Not mentioned         |                                | I                                 |                |          |     |                                |                  | <ul style="list-style-type: none"><li>Detailed breakdown of data was not available. ARC mentioned in its report that the government had reorganised the Division in to an Authority (date not mentioned). The ARC did not receive any paper from the then Cabinet Division and hence could not make any observation and suggestion. However, the Committee recommended that some activities of the Division should be placed under the Ministry of Transport.</li></ul> | I     |                                                    |
|                       |                                | II                                |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | II    |                                                    |
|                       |                                | III                               |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | III   |                                                    |
|                       |                                | IV                                |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | IV    |                                                    |
|                       |                                | Total                             |                | 45000    |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Total |                                                    |
|                       |                                | IMPLICATION FOR CHANGE: No change |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |       |                                                    |

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Serial # 7

Organisation : Office of the Public Railway Inspector

Ministry : Communications

| Date of Establishment                               | ARC Proposal on Reorganisation | Class                                                                                                                                      | Manpower       |          |         |                                |                  | PARC's Comment                                                                                                                                                                      | Class | Cumulative Impact of ARC and PARC on Existing Size |  |
|-----------------------------------------------------|--------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|----------------|----------|---------|--------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|--|
|                                                     |                                |                                                                                                                                            | Enam Committee | Existing | ARC     | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                     |       |                                                    |  |
| 1962                                                |                                | I                                                                                                                                          | 2              | 2        | 3       | +1                             |                  | <ul style="list-style-type: none"><li>The proposed increase for 2 positions (Assistant Engineer and MLSS) is acceptable in view of the technical support for this agency.</li></ul> | I     | +1                                                 |  |
|                                                     |                                | II                                                                                                                                         |                |          |         |                                |                  |                                                                                                                                                                                     | II    |                                                    |  |
|                                                     |                                | III                                                                                                                                        | 5              | 5        | 5       |                                |                  |                                                                                                                                                                                     | III   |                                                    |  |
|                                                     |                                | IV                                                                                                                                         | 2              | 2        | 3       | +1                             |                  |                                                                                                                                                                                     | IV    | +1                                                 |  |
|                                                     |                                | Total                                                                                                                                      | 9              | 9        | 11      | +2                             |                  |                                                                                                                                                                                     | Total | +2                                                 |  |
|                                                     |                                | IMPLICATION FOR CHANGE: Expansion of manpower                                                                                              |                |          |         |                                |                  |                                                                                                                                                                                     |       |                                                    |  |
|                                                     |                                | PARC's additional comment on up-to date Manpower position stated vide Ministry of Communication Letter no.A/1E-4/2000-322 Dated: 7/03/2000 |                |          |         |                                |                  |                                                                                                                                                                                     |       |                                                    |  |
| Office of the Public Railway Inspector              | Sanctioned Posts               |                                                                                                                                            |                |          |         | Existing Posts                 |                  |                                                                                                                                                                                     |       |                                                    |  |
| May be adjusted in the light of PARC recommendation | class-1                        | class-2                                                                                                                                    | class-3        | class-4  | class-1 | class-2                        | class-3          | class-4                                                                                                                                                                             |       |                                                    |  |
|                                                     | 2                              | 0                                                                                                                                          | 5              | 2        | 2       | 0                              | 5                | 2                                                                                                                                                                                   |       |                                                    |  |

Ministry : Transport (Paribahan)

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |       |                                                    |
| Not mentioned         |                                | I                                             | 60             | 60       | 35  | -25                            |                  | <ul style="list-style-type: none"><li>ARC justifiably proposed to replace some positions, it deemed not required, with the ones that it thought are needed under the new circumstances (e.g. Secretary/DG, Additional Secretary/Additional DG, Senior Assistant Secretary etc) to be placed by Joint Chief, Research Officer etc. It also rightly recommended to abolish some class II (e.g. Head Assistant), class III (e.g. Branch assistant, Typist/PA, Auditor) and class IV positions (MLSS)</li></ul> | I     | -25                                                |
|                       |                                | II                                            | 4              | 4        |     | -4                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | II    | -4                                                 |
|                       |                                | III                                           | 118            | 118      | 74  | -44                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | III   | -44                                                |
|                       |                                | IV                                            | 69             | 69       | 36  | -33                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | IV    | -33                                                |
|                       |                                | Total                                         | 251            | 251      | 145 | -106                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Total | -106                                               |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |       |                                                    |

ARC Volume # 21

Serial # 8

Organisation : Directorate of Hotel Registration

Ministry : Communications

| Date of Establishment | ARC Proposal on Reorganisation                                                          | Class                                        | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                              | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|-----------------------------------------------------------------------------------------|----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                                                                         |                                              | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                             |       |                                                    |
| Not mentioned         | • Hotel & Restaurant Cell to be transformed in to the Directorate of Hotel Registration | I                                            | 2              | 2        | 3   | +1                             |                  | • The suggested increase is justified. The new Directorate is to register hotels/restaurants, fix fees for registration, provide certificates and inspect hotels/restaurants. ARC rightly felt the need for more hands to cover an increasing size of these establishments. | I     | +1                                                 |
|                       |                                                                                         | II                                           |                |          |     |                                |                  |                                                                                                                                                                                                                                                                             | II    |                                                    |
|                       |                                                                                         | III                                          | 4              | 4        | 11  | +7                             |                  |                                                                                                                                                                                                                                                                             | III   | +7                                                 |
|                       |                                                                                         | IV                                           |                |          | 3   | +3                             |                  |                                                                                                                                                                                                                                                                             | IV    | +3                                                 |
|                       |                                                                                         | Total                                        | 6              | 6        | 17  | +11                            |                  |                                                                                                                                                                                                                                                                             | Total | +11                                                |
|                       |                                                                                         | IMPLICATIONFOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                             |       |                                                    |
|                       |                                                                                         |                                              |                |          |     |                                |                  |                                                                                                                                                                                                                                                                             |       |                                                    |

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Serial # 2

Division : Industries and Commerce

Ministry : Industries and Commerce

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                             | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                            |       |                                                    |
|                       |                                | I                                             | 120            | 120      | 46  | -74                            |                  | <ul style="list-style-type: none"><li>Obviously, as a result of merger the number of personnel are reduced. Yet the organogram looks acceptable.</li></ul> | I     | -74                                                |
|                       |                                | II                                            | 2              | 2        | 1   | -1                             |                  |                                                                                                                                                            | II    | -1                                                 |
|                       |                                | III                                           | 200            | 200      | 108 | -92                            |                  |                                                                                                                                                            | III   | -92                                                |
|                       |                                | IV                                            | 121            | 121      | 52  | -69                            |                  |                                                                                                                                                            | IV    | -69                                                |
|                       |                                | Total                                         | 443            | 443      | 207 | -236                           |                  |                                                                                                                                                            | Total | -236                                               |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                  |                                                                                                                                                            |       |                                                    |

Organisation: Department of Patent, Design, Trade Mark  
And copyright<sup>6</sup>

Ministry: Industries and Commerce (Commerce Division)

| Date of Establishment | ARC Proposal on Reorganization                                                                                                                                                                  | Class                                                                                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                    | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|----------------|----------|-----|--------------------------------|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                                                                                                                                                                                 |                                                                                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                   |       |                                                    |
| Not mentioned         | • Merger of two organisations (Department of Patent, Design, Trade Mark and Office of Copyright) in to one organisation to be called the Department of Patent, Design, Trade Mark and Copyright | I                                                                                                             | 17             | 14       | 13  | -1                             |                  | • ARC-proposed merger of the two similar type organisations and the suggested manpower set-up should be implemented should be implemented for the greater interest of economy and cost-efficiency | I     | -1                                                 |
|                       |                                                                                                                                                                                                 | II                                                                                                            | 1              | 1        |     | -1                             |                  |                                                                                                                                                                                                   | II    | -1                                                 |
|                       |                                                                                                                                                                                                 | III                                                                                                           | 55             | 53       | 30  | -23                            |                  |                                                                                                                                                                                                   | III   | -23                                                |
|                       |                                                                                                                                                                                                 | IV                                                                                                            | 24             | 23       | 12  | -11                            |                  |                                                                                                                                                                                                   | IV    | -11                                                |
|                       |                                                                                                                                                                                                 | Total                                                                                                         | 97             | 91       | 55  | -36                            |                  |                                                                                                                                                                                                   | Total | -36                                                |
|                       |                                                                                                                                                                                                 | IMPLICATION FOR CHANGE: Department of Patent, Design and Trade Mark will be merger with Copyright Department. |                |          |     |                                |                  |                                                                                                                                                                                                   |       |                                                    |

<sup>6</sup> The new name to this organisation was proposed by ARC

| Date of Establishment | ARC Proposal on Reorganisation                                                    | Class                                                                 | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                    | Class                                                                                                                                                                             | Cumulative Impact of ARC and PARC on Existing Size               |
|-----------------------|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|
|                       |                                                                                   |                                                                       | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                   |                                                                                                                                                                                   |                                                                  |
| Not mentioned         | • Creation of 2 ad-hoc offices at Chittagong and Khulna (for a three-year period) | I                                                                     | 5              | 5        | 10  | +5                             | +3               | • Application for import of boilers raised from 52 in 1990 to 444 in 1992. The workload on this agency has gone up particularly after the recent increase in the number textile and rice mills across the country | I                                                                                                                                                                                 | + 5<br>+ 3 (PARC)<br>[Assistant Chief –1<br>Boiler Inspector-21] |
|                       |                                                                                   | II                                                                    |                |          |     |                                |                  |                                                                                                                                                                                                                   | II                                                                                                                                                                                |                                                                  |
|                       |                                                                                   | III                                                                   | 7              | 8        | 12  | +4                             | +3               |                                                                                                                                                                                                                   | III                                                                                                                                                                               | +4<br>+3 (PARC)<br>[UDA-1<br>LDA-1<br>Boiler Mecchanic-1]        |
|                       |                                                                                   | IV                                                                    | 4              | 5        | 5   |                                | +1               |                                                                                                                                                                                                                   | IV                                                                                                                                                                                | +1 (PARC)<br>[Darwan-II]                                         |
|                       |                                                                                   | Total                                                                 | 16             | 18       | 27  | +9                             | +7               | Total                                                                                                                                                                                                             | +16                                                                                                                                                                               |                                                                  |
|                       |                                                                                   | IMPLICATION FOR CHANGE: Creation of new units with increased manpower |                |          |     |                                |                  |                                                                                                                                                                                                                   | • Another ad-hoc office should be set-up in Bogra to cover the northern part of the country with the same manpower as proposed by ARC for ad-hoc offices at Chittagong and Khulna |                                                                  |
|                       |                                                                                   |                                                                       |                |          |     |                                |                  |                                                                                                                                                                                                                   |                                                                                                                                                                                   |                                                                  |

ARC Volume # 14

Serial # 5

Organisation : National Productivity Organisation

Ministry : Industries

| Date of Establishment              | ARC Proposal on Reorganisation | Class                                         | Manpower        |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                  | Class | Cumulative Impact of ARC and PARC on Existing Size |
|------------------------------------|--------------------------------|-----------------------------------------------|-----------------|----------|-----|--------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                                    |                                |                                               | Enam 'Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                 |       |                                                    |
| 1982<br>(in the form of a Project) |                                | I                                             | 20              | 16       | 20  | +4                             |                  | • Performance is quite satisfactory. In the 5-year period (preceding ARC's work), NPO provided training to 1554 office and labour representatives, organised 44 seminars/workshops, held 1692 dialogues/discussion meetings etc. ARC's proposal to fill in the sanctioned posts is appropriate. | I     | +4                                                 |
|                                    |                                | II                                            | 1               |          | 1   | +1                             |                  |                                                                                                                                                                                                                                                                                                 | II    | +1                                                 |
|                                    |                                | III                                           | 37              | 32       | 35  | +3                             |                  |                                                                                                                                                                                                                                                                                                 | III   | +3                                                 |
|                                    |                                | IV                                            | 13              | 13       | 13  |                                |                  |                                                                                                                                                                                                                                                                                                 | IV    |                                                    |
|                                    |                                | Total                                         | 71              | 61       | 69  | +8                             |                  |                                                                                                                                                                                                                                                                                                 | Total | +8                                                 |
|                                    |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                 |          |     |                                |                  |                                                                                                                                                                                                                                                                                                 |       |                                                    |

Ministry : Education and Science

| Date of Establishment | ARC Proposal on Reorganisation                        | Class                                         | Manpower       |          |     |                                | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                           | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|-------------------------------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                                       |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size |                                                                                                                                                                                                                                                                                                                                                                                                          |       |                                                    |
|                       | A Ministry responsible for both Education and Science | I                                             | 70             | 70       | 54  | -16                            | <ul style="list-style-type: none"><li>The proposed merger of two Ministries is justified on the ground that the two ministries can play supplementary role.</li><li>The merger creates the scope for reduction of manpower and make it optimal (e.g. abolition of a post of Secretary, Joint Secretary, Senior Assistant Secretary etc and also other relevant positions in class III and IV).</li></ul> | I     | -16                                                |
|                       |                                                       | II                                            |                |          |     |                                |                                                                                                                                                                                                                                                                                                                                                                                                          | II    |                                                    |
|                       |                                                       | III                                           | 136            | 136      | 104 | -32                            |                                                                                                                                                                                                                                                                                                                                                                                                          | III   | -32                                                |
|                       |                                                       | IV                                            | 92             | 92       | 62  | -30                            |                                                                                                                                                                                                                                                                                                                                                                                                          | IV    | -30                                                |
|                       |                                                       | Total                                         | 298            | 298      | 220 | -78                            |                                                                                                                                                                                                                                                                                                                                                                                                          | Total | -78                                                |
|                       |                                                       | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                                                                                                                                                                                                                                                                                                                                                                                                          |       |                                                    |
|                       |                                                       |                                               |                |          |     |                                |                                                                                                                                                                                                                                                                                                                                                                                                          |       |                                                    |

ARC Volume # 35

Serial # 4

Organisation : National Education Board

Ministry : Education and Science

| Date of Establishment | ARC Proposal on Reorganisation                                                 | Class                                                                                                                                                                                      | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Class | Cumulative Impact of ARC and PARC on Existing Size |  |
|-----------------------|--------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|----------|-----|--------------------------------|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|--|
|                       |                                                                                |                                                                                                                                                                                            | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |       |                                                    |  |
|                       | A proposed organisation to be set-up combining the regional Examination Boards | I                                                                                                                                                                                          | 88             | 88       | 71  | -17                            |                  | <ul style="list-style-type: none"><li>• The apex Board is a good idea. It should be considered for implementation for coordination and consistency.</li><li>• The organogram and manpower set-up is acceptable.</li><li>• However, the proposed organisation can consider further strengthening of the Computer Unit for speedy processing of results or alternatively keeping the option open to contract out such activities to private firms with reputation in data processing and management.</li></ul> | I     | -17                                                |  |
|                       |                                                                                | II                                                                                                                                                                                         | 68             | 68       | 55  | -13                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | II    | -13                                                |  |
|                       |                                                                                | III                                                                                                                                                                                        | 748            | 748      | 452 | -296                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | III   | -296                                               |  |
|                       |                                                                                | IV                                                                                                                                                                                         | 299            | 299      | 153 | -146                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | IV    | -146                                               |  |
|                       |                                                                                | Total                                                                                                                                                                                      | 1203           | 1203     | 731 | -472                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Total | -472                                               |  |
|                       |                                                                                | IMPLICATION FOR CHANGE: In the context of present days need creation of a National Education Board as a new organisation instead of many Division level Education Boards is not Justified. |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |       |                                                    |  |
|                       |                                                                                |                                                                                                                                                                                            |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |       |                                                    |  |

ARC Volume # 32

Serial # 2

Organisation : Directorate of Madrasa Education

Ministry : Education and Science

| Date of Establishment | ARC Proposal on Reorganisation | Class                                                                                       | Manpower       |          |     |                                | PARC's Comment | Class                                                                 | Cumulative Impact of ARC and PARC on Existing Size |                  |
|-----------------------|--------------------------------|---------------------------------------------------------------------------------------------|----------------|----------|-----|--------------------------------|----------------|-----------------------------------------------------------------------|----------------------------------------------------|------------------|
|                       |                                |                                                                                             | Enam Committee | Existing | ARC | Impact of ARC on Existing Size |                |                                                                       |                                                    | Changes from ARC |
| Not mentioned         | A new Directorate proposed     | I                                                                                           |                |          | 182 |                                | - 182          | • ARC's proposal for Creation of a new organisation is not justified. | I                                                  | - 182            |
|                       |                                | II                                                                                          |                |          | 1   |                                | - 1            |                                                                       | II                                                 | - 1              |
|                       |                                | III                                                                                         |                |          | 266 |                                | - 266          |                                                                       | III                                                | - 266            |
|                       |                                | IV                                                                                          |                |          | 183 |                                | - 183          |                                                                       | IV                                                 | - 183            |
|                       |                                | Total                                                                                       |                |          | 632 |                                | - 632          |                                                                       | Total                                              | - 632            |
|                       |                                | IMPLICATION FOR CHANGE: ARC's proposal for Creation of a new organisation is not justified. |                |          |     |                                |                |                                                                       |                                                    |                  |

| Date of Establishment | ARC Proposal on Reorganisation | Class                                                                                                                                                             | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                            | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                                                                                                                                                   | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                           |       |                                                    |
| Not mentioned         | A new Directorate proposed     | I                                                                                                                                                                 |                |          | 179 |                                | - 179            | • ARC's proposed creation of a new Directorate viz. Directorate of Higher Secondary Education. But PARC feels that the organisation may remain as before. | I     | - 179                                              |
|                       |                                | II                                                                                                                                                                |                |          | 1   |                                | - 1              |                                                                                                                                                           | II    | - 1                                                |
|                       |                                | III                                                                                                                                                               |                |          | 257 |                                | - 257            |                                                                                                                                                           | III   | - 257                                              |
|                       |                                | IV                                                                                                                                                                |                |          | 178 |                                | - 178            |                                                                                                                                                           | IV    | - 178                                              |
|                       |                                | Total                                                                                                                                                             |                |          | 615 |                                | - 615            |                                                                                                                                                           | Total | - 615                                              |
|                       |                                | IMPLICATION FOR CHANGE: ARC's proposal for creation of Directorate of Higher Secondary Education in place of Directorate of Secondary Education is not justified. |                |          |     |                                |                  |                                                                                                                                                           |       |                                                    |

| Date of Establishment | ARC Proposal on Reorganisation | Class                                                                                          | Manpower       |          |     |                                | PARC's Comment                                                           | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|------------------------------------------------------------------------------------------------|----------------|----------|-----|--------------------------------|--------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                                                                                | Exam Committee | Existing | ARC | Impact of ARC on Existing Size |                                                                          |       |                                                    |
| Not mentioned         | A new Directorate proposed     | I                                                                                              |                |          | 47  |                                | • ARC's proposal for creation of such new organisation is not justified. | I     | - 47                                               |
|                       |                                | II                                                                                             |                |          | 1   |                                |                                                                          | II    | - 1                                                |
|                       |                                | III                                                                                            |                |          | 98  |                                |                                                                          | III   | - 98                                               |
|                       |                                | IV                                                                                             |                |          | 47  |                                |                                                                          | IV    | - 47                                               |
|                       |                                | Total                                                                                          |                |          | 193 |                                |                                                                          | Total | - 193                                              |
|                       |                                | IMPLICATION FOR CHANGE: ARC's proposal for creation of such new organisation is not justified. |                |          |     |                                |                                                                          |       |                                                    |

Organisation : Bangladesh Bureau of Educational Information and Statistics  
(BANBEIS)

Ministry : Education and Science

| Date of Establishment | ARC Proposal on Reorganisation                                                                          | Class                                                       | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                  | Class | Cumulative Impact of ARC and PARC on Existing Size |  |
|-----------------------|---------------------------------------------------------------------------------------------------------|-------------------------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|--|
|                       |                                                                                                         |                                                             | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                 |       |                                                    |  |
| 1977                  | Proposed to abolish this organisation and to place its activities under the three Education Departments | I                                                           |                |          |     |                                |                  | • Should be considered for implementation in view of the observation made by ARC that an organisation is not feasible only to gather, document and compile data | I     |                                                    |  |
|                       |                                                                                                         | II                                                          |                |          |     |                                |                  |                                                                                                                                                                 | II    |                                                    |  |
|                       |                                                                                                         | III                                                         |                |          |     |                                |                  |                                                                                                                                                                 | III   |                                                    |  |
|                       |                                                                                                         | IV                                                          |                |          |     |                                |                  |                                                                                                                                                                 | IV    |                                                    |  |
|                       |                                                                                                         | Total                                                       |                | 42       |     | -42                            |                  |                                                                                                                                                                 | Total | -42                                                |  |
|                       |                                                                                                         | IMPLICATION FOR CHANGE: The organisation will be abolished. |                |          |     |                                |                  |                                                                                                                                                                 |       |                                                    |  |
|                       |                                                                                                         |                                                             |                |          |     |                                |                  |                                                                                                                                                                 |       |                                                    |  |

| Date of Establishment                 | ARC Proposal on Reorganization                                                                                                                                                                                                    | Class                                                    | . Manpower                   |          |     |                                |                  | PARC's Comment                                                                                                             | Class | Cumulative Impact of ARC and PARC on Existing Size |
|---------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|------------------------------|----------|-----|--------------------------------|------------------|----------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                                       |                                                                                                                                                                                                                                   |                                                          | Enam Committee <sup>11</sup> | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                            |       |                                                    |
| 1985 (originally established in 1956) | <ul style="list-style-type: none"><li>Since BID was merged with the Open University in 1992, ARC did not initially see any need to review its manpower situation. However, it did suggest for reduction after a review.</li></ul> | I                                                        |                              | 24       | 17  | -7                             |                  | <ul style="list-style-type: none"><li>Justified proposal in the context of merger with a full-fledged University</li></ul> | I     | -7                                                 |
|                                       |                                                                                                                                                                                                                                   | II                                                       |                              | 2        | 1   | -1                             |                  |                                                                                                                            | II    | -1                                                 |
|                                       |                                                                                                                                                                                                                                   | III                                                      |                              | 23       | 21  | -2                             |                  |                                                                                                                            | III   | -2                                                 |
|                                       |                                                                                                                                                                                                                                   | IV                                                       |                              | 11       | 11  |                                |                  |                                                                                                                            | IV    |                                                    |
|                                       |                                                                                                                                                                                                                                   | Total                                                    |                              | 60       | 50  | -10                            |                  |                                                                                                                            | Total | -10                                                |
|                                       |                                                                                                                                                                                                                                   | IMPLICATION FOR CHANGE: Merger and reduction of manpower |                              |          |     |                                |                  |                                                                                                                            |       |                                                    |

<sup>10</sup> The merger was proposed by the ARC

<sup>11</sup> Enam Committee delivered its report before the creation of BID

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Serial # 6

Organisation : National Academy for Educational Management

Ministry : Education

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                 | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                |       |                                                    |
| 1982                  |                                | I                                             | 40             | 31       | 30  | -1                             |                  | • ARC rightly viewed that the two positions of Member Directing Staff could be reduced to one. | I     | -1                                                 |
|                       |                                | II                                            |                |          |     |                                |                  |                                                                                                | II    |                                                    |
|                       |                                | III                                           | 34             | 32       | 30  | -2                             |                  |                                                                                                | III   | -2                                                 |
|                       |                                | IV                                            | 24             | 22       | 22  |                                |                  |                                                                                                | IV    |                                                    |
|                       |                                | Total                                         | 98             | 85       | 82  | -3                             |                  |                                                                                                | Total | -3                                                 |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                  |                                                                                                |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide National Academy for Educational Management letter no. NAEM/3C-18/97/301 Dated: 28/02/2000

| National Academy for Educational Management<br>May be adjusted in the light of PARC recommendation | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|----------------------------------------------------------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
|                                                                                                    | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
|                                                                                                    | 31               | 0       | 31      | 27      | 31             | 0       | 31      | 28      |

Organisation : Directorate of Inspection and Audit

Ministry : Education

| Date of Establishment                         | ARC Proposal on Reorganisation | Class | Manpower       |          |     |                                | PARC's Comment   | Class                                                                                                                                                                                                                                                                                              | Cumulative Impact of ARC and PARC on Existing Size |                                      |
|-----------------------------------------------|--------------------------------|-------|----------------|----------|-----|--------------------------------|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|--------------------------------------|
|                                               |                                |       | Exam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                    |                                                    |                                      |
| 1980                                          |                                | I     | 34             | 33       | 33  |                                | -4               | <ul style="list-style-type: none"><li>Apparently looks a top-heavy organisation. It can still manage without 4 Education Inspectors, because there will still be 4 other Education Inspectors and 8 Assistant Inspectors supported by 12 Audit Officers to run the four regional offices</li></ul> | I                                                  | -4 (PARC)<br>[Education Inspector-4] |
|                                               |                                | II    | I              |          | 1   | +1                             |                  |                                                                                                                                                                                                                                                                                                    | II                                                 | +1                                   |
|                                               |                                | III   | 80             | 45       | 52  | +7                             |                  |                                                                                                                                                                                                                                                                                                    | III                                                | +7                                   |
|                                               |                                | IV    | 15             | 15       | 15  |                                |                  |                                                                                                                                                                                                                                                                                                    | IV                                                 |                                      |
|                                               |                                | Total | 130            | 93       | 101 | +8                             | -4               |                                                                                                                                                                                                                                                                                                    | Total                                              | +4                                   |
| IMPLICATION FOR CHANGE: Expansion of manpower |                                |       |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                    |                                                    |                                      |

PARC's additional comment on up-to date Manpower position stated vide Directorate of Inspection and Audit Letter no.DIA/89/1 R-20/Admn.296 Dated: 29/02/2000

| Directorate of Inspection and Audit                 | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
|                                                     | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
| May be adjusted in the light of PARC recommendation | 35               | 0       | 80      | 15      | 28             | 0       | 56      | 09      |

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                 | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------|----------|-----|--------------------------------|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam     | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                |       |                                                    |
| 1992                  |                                | I                                             | 20       | 20       | 21  | +1                             |                  | • ARC proposed to create new positions like Joint Chief (development Projects), Assistant Head, Research Officer and at the same time found some positions unnecessary (e.g. Joint Secretary and Deputy Secretary. The other changes are mostly consequential. | I     | +1                                                 |
|                       |                                | II                                            |          |          |     |                                |                  |                                                                                                                                                                                                                                                                | II    |                                                    |
|                       |                                | III                                           | 28       | 28       | 41  | +13                            |                  |                                                                                                                                                                                                                                                                | III   | +13                                                |
|                       |                                | IV                                            | 15       | 15       | 22  | +7                             |                  |                                                                                                                                                                                                                                                                | IV    | +7                                                 |
|                       |                                | Total                                         | 63       | 63       | 84  | +21                            |                  |                                                                                                                                                                                                                                                                | Total | +21                                                |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |          |          |     |                                |                  |                                                                                                                                                                                                                                                                |       |                                                    |
|                       |                                |                                               |          |          |     |                                |                  |                                                                                                                                                                                                                                                                |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide Primary & Mass Education Division letter no. Pra.Ga.Bi/Prosha-1/17(9)/93/233 Dated: 24/02/2000

| Primary and Mass Education Division                 | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
| May be adjusted in the light of PARC recommendation | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
|                                                     | 20               | 17      | 18      | 21      | 19             | 16      | 15      | 18      |

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Serial # 1

Organisation : Department of Primary Education

Ministry : Prime Minister's Office

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |        |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Class | Curnulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|--------|--------------------------------|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|-----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC    | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |       |                                                     |
| 1984                  |                                | I                                             | 827            | 490      | 771    | +281                           |                  | <ul style="list-style-type: none"><li>In view of the importance of this sector, the proposed increase is logical and should be implemented. For wider territorial coverage, there is need for more personnel in all classes, as has been proposed by <b>ARC</b>. In class I the number is still less than the sanctioned number. But <b>ARC</b> assessment was fair – e.g. in class I creating positions of Thana Primary Education Officer in all 460 <b>Thanas</b> but abolished positions of Asst Subject Matter Specialists. Similarly in class II, ARC felt the need of Asst Thana Primary education Officers (+670 from existing) for smooth delivery of education and monitoring. In class III, positions of 1294 Head Teachers and 31225 Asst Teachers were created for efficient running of the schools.</li></ul> | I     | +281                                                |
|                       |                                | II                                            | 2957           | 2450     | 3236   | +786                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | II    | +786                                                |
|                       |                                | III                                           | 167047         | 157924   | 190636 | +32712                         |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | III   | +32712                                              |
|                       |                                | IV                                            | 1628           | 833      | 973    | +140                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | IV    | +140                                                |
|                       |                                | Total                                         | 172459         | 161697   | 195616 | +33919                         |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Total | +33919                                              |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |        |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |       |                                                     |

PARC's additional comment on up-to date Manpower position stated vide Primary & Mass Education Division letter no. Pra.Ga.Bi/Prosha-1/17(9)/93/233 Dated: 24/02/2000

| Department of Primary Education<br>May be adjusted in the light of<br>PARC recommendation | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-------------------------------------------------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
|                                                                                           | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
|                                                                                           | 1429             | 2070    | 169648  | 1619    | 1030           | 1780    | 158255  | 1514    |

| Date of Establishment                         | ARC Proposal on Reorganisation | Class | Manpower                     |          |     |                                | PARC's Comment | Class                                                                                                                                                                                                                  | Cumulative Impact of ARC and PARC on Existing Size |                                      |
|-----------------------------------------------|--------------------------------|-------|------------------------------|----------|-----|--------------------------------|----------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|--------------------------------------|
|                                               |                                |       | Enam Committee <sup>38</sup> | Existing | ARC | Impact of ARC on Existing Size |                |                                                                                                                                                                                                                        |                                                    | Changes from ARC                     |
| 1986                                          |                                | I     | 99                           | 99       | 99  |                                | -1             | <ul style="list-style-type: none"><li>The position of Assistant Architect and MLSS can be abolished. The architectural job can be done through contracting out to outside companies or individual architects</li></ul> | I                                                  | -1 (PARC)<br>[Assistant Architect-1] |
|                                               |                                | II    | 2                            | 2        | 2   |                                | II             |                                                                                                                                                                                                                        |                                                    |                                      |
|                                               |                                | III   | 366                          | 357      | 374 | +17                            | III            |                                                                                                                                                                                                                        | +17                                                |                                      |
|                                               |                                | IV    | 103                          | 89       | 91  | +2                             | IV             |                                                                                                                                                                                                                        | +2<br>-1 (PARC)<br>[MLSS]                          |                                      |
|                                               |                                | Total | 570                          | 547      | 566 | +19                            | Total          |                                                                                                                                                                                                                        | +17                                                |                                      |
| IMPLICATION FOR CHANGE: Expansion of manpower |                                |       |                              |          |     |                                |                |                                                                                                                                                                                                                        |                                                    |                                      |

<sup>36</sup> Currently sanctioned posts

Organisation : Department of Technical Education

Ministry : Education and Science

| Date of Establishment | ARC Proposal on Reorganisation                                                                                                                               | Class                                         | Manpower       |          |      |                                | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------|----------------|----------|------|--------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                                                                                                                                              |                                               | Enam Committee | Existing | ARC  | Impact of ARC on Existing Size |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |       |                                                    |
| 1960                  | Colleges of Textile Engineering and Technology, which are now attached with the Department of Textiles, to be attached with and placed under this Department | I                                             | 871            | 871      | 722  | -149                           | <ul style="list-style-type: none"><li>The proposal of placing the Textile Colleges under this Department is a very timely approach, because Textiles in the private sector is growing and in the public sector it is diminishing.</li><li>On manpower, the proposed cut back from all classes was an appropriate suggestion. For example, ARC replaced Instructors with Senior Instructors, reduced the number of Chief Instructors and Factory Supervisors etc. in class I.</li></ul> | I     |                                                    |
|                       |                                                                                                                                                              | II                                            | 452            | 452      | 442  | -10                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | II    |                                                    |
|                       |                                                                                                                                                              | III                                           | 2417           | 2417     | 2184 | -233                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | III   |                                                    |
|                       |                                                                                                                                                              | IV                                            | 1240           | 1240     | 1096 | -144                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | IV    |                                                    |
|                       |                                                                                                                                                              | Total                                         | 4980           | 4980     | 4444 | -536                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Total |                                                    |
|                       |                                                                                                                                                              | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |      |                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide Department of Technical Education Letter no. Est(Sa:)/94/280/109 Dated: 15/03/2000

| Department of Technical Education                   | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
|                                                     | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
| May be adjusted in the light of PARC recommendation | 807              | 452     | 2703    | 1158    | 588            | 309     | 1881    | 1013    |

Ministry: Labour and Manpower

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                             | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                            |       |                                                    |
|                       |                                | I                                             | 38             | 32       | 28  | -4                             |                  | • ARC rightly felt keeping certain positions as unnecessary (e.g. Deputy Secretary, Assistant Secretary etc and other relevant positions in other classes) | I     | -4                                                 |
|                       |                                | II                                            | 2              | 1        | 2   | +1                             |                  |                                                                                                                                                            | II    | +1                                                 |
|                       |                                | III                                           | 63             | 70       | 56  | -14                            |                  |                                                                                                                                                            | III   | -14                                                |
|                       |                                | IV                                            | 28             | 28       | 33  | +5                             |                  |                                                                                                                                                            | IV    | +5                                                 |
|                       |                                | Total                                         | 131            | 131      | 119 | -12                            |                  |                                                                                                                                                            | Total | -12                                                |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                  |                                                                                                                                                            |       |                                                    |

| Date of Establishment | ARC Proposal on Reorganisation                                             | Class                                         | Manpower       |           |     |                             |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                              | Class | Cumulative Impact of ARC and PARC on Existing Size                   |  |
|-----------------------|----------------------------------------------------------------------------|-----------------------------------------------|----------------|-----------|-----|-----------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------------------------|--|
|                       |                                                                            |                                               | Enam Committee | Existing  | ARC | Impact of ARC on sanctioned | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                                             |       |                                                                      |  |
| 1976                  | The Directorate of Labour to be transformed in to the Department of Labour | I                                             | 113            | Not shown | 111 | -2                          | -3               | <ul style="list-style-type: none"><li>ARC considered the transformation from Directorate to Department a vital step to strengthen the institutional position of this organisation. It is acceptable, given the nature of job it performs in an environment of rapid industrialisation.</li><li>The positions recommended for abolition is also justified.</li><li>However, activities of the three class I positions can still be contracted out.</li></ul> | I     | -2<br>-3 (PARC)<br>[Audio Visual Officer-2<br>Audio Visual Artist-1] |  |
|                       |                                                                            | II                                            | 50             |           | 48  | -2                          |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                             | II    | -2                                                                   |  |
|                       |                                                                            | III                                           | 287            |           | 257 | -30                         |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                             | III   | -30                                                                  |  |
|                       |                                                                            | IV                                            | 205            |           | 174 | -31                         | -2               |                                                                                                                                                                                                                                                                                                                                                                                                                                                             | IV    | -31<br>-2 (PARC)<br>[MLSS]                                           |  |
|                       |                                                                            | Total                                         | 655            |           | 590 | -65                         | -5               |                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Total | -70                                                                  |  |
|                       |                                                                            | IMPLICATION FOR CHANGE: Reduction of manpower |                |           |     |                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                             |       |                                                                      |  |
|                       |                                                                            |                                               |                |           |     |                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                             |       |                                                                      |  |

<sup>45</sup> Existing size is not shown. Therefore the difference between sanctioned posts and ARC-proposed posts is calculated.

ARC Volume # 2

Serial # 7

Organisation: Labour Appellate Tribunal and the Labour Courts

Ministry: Labour and Manpower

| Date of Establishment | ARC Proposal on Reorganization | Class .                                       | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                           | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                          |       |                                                    |
| 1969                  |                                | I                                             | 14             | 16       | 9   | -7                             |                  | • The reduction in class IV is justified. The night guards and sweepers are not required in government-owned buildings which are maintained by the Directorate of Labour | I     | -7                                                 |
|                       |                                | II                                            |                |          | 8   | +8                             |                  |                                                                                                                                                                          | II    | +8                                                 |
|                       |                                | III                                           | 29             | 33       | 29  | -4                             |                  |                                                                                                                                                                          | III   | -4                                                 |
|                       |                                | IV                                            | 49             | 56       | 43  | -13                            |                  |                                                                                                                                                                          | IV    | -13                                                |
|                       |                                | Total                                         | 92             | 105      | 89  | -16                            |                  |                                                                                                                                                                          | Total | -16                                                |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                  |                                                                                                                                                                          |       |                                                    |

ARC Volume # 2

Serial # 3

Organisation: Minimum Wages Board

Ministry: Labour and Manpower

| Date of Establishment | ARC Proposal on Reorganization | Class                             | Manpower       |          |     |                                | PARC's Comment | Class                                   | Cumulative Impact of ARC and PARC on Existing Size |                  |
|-----------------------|--------------------------------|-----------------------------------|----------------|----------|-----|--------------------------------|----------------|-----------------------------------------|----------------------------------------------------|------------------|
|                       |                                |                                   | Enam Committee | Existing | ARC | Impact of ARC on Existing Size |                |                                         |                                                    | Changes from ARC |
| 1961                  |                                | I                                 | 2              | 2        | 2   |                                |                | • Should be accepted for implementation | I                                                  |                  |
|                       |                                | II                                |                |          |     |                                |                |                                         | II                                                 |                  |
|                       |                                | III                               | 6              | 6        | 6   |                                |                |                                         | III                                                |                  |
|                       |                                | IV                                | 5              | 5        | 5   |                                |                |                                         | IV                                                 |                  |
|                       |                                | Total                             | 13             | 13       | 13  |                                |                |                                         | Total                                              |                  |
|                       |                                | IMPLICATION FOR CHANGE: No change |                |          |     |                                |                |                                         |                                                    |                  |

ARC Volume #29

Serial # 1

Organisation : Department of Inspection for Factories and Establishments

Ministry : Labour and Manpower

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                  | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                 |       |                                                    |
| 1970                  |                                | I                                             | 29             | 26       | 39  | +13                            |                  | <ul style="list-style-type: none"><li>In view of the increasing number of industries and establishments the proposed increase in class I and other related positions in class II and IV is justified.</li></ul> | I     | +13                                                |
|                       |                                | II                                            | 19             | 16       | 72  | +56                            |                  |                                                                                                                                                                                                                 | II    | +56                                                |
|                       |                                | III                                           | 103            | 100      | 59  | -41                            |                  |                                                                                                                                                                                                                 | III   | -41                                                |
|                       |                                | IV                                            | 53             | 50       | 65  | +15                            |                  |                                                                                                                                                                                                                 | IV    | +15                                                |
|                       |                                | Total                                         | 204            | 192      | 235 | +43                            |                  |                                                                                                                                                                                                                 | Total | +43                                                |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                 |       |                                                    |

ARC Volume # 41

Serial # 4

Organisation : Bureau of Manpower, Employment and Training

Ministry : Labour and Manpower

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |      |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|------|--------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC  | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |       |                                                    |
| 1976                  |                                | I                                             | 138            | 114      | 135  | +21                            |                  | <ul style="list-style-type: none"><li>The increase in manpower is due to ARC's recognition of this agency's expanded functional jurisdiction (e.g. Wage Earner's Welfare Fund). In fact this organisation has been contributing to the national economy since it began work.</li><li>The increase in the number of some class I positions is justified (e.g. Vice Principal, Instructor., Workshop Super). These personnel will be directly providing inputs for employment trainees.</li></ul> | I     | +21                                                |
|                       |                                | II                                            | 140            | 111      | 100  | -11                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | II    | -11                                                |
|                       |                                | III                                           | 1076           | 901      | 985  | +84                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | III   | +84                                                |
|                       |                                | IV                                            | 531            | 496      | 548  | +52                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | IV    | +52                                                |
|                       |                                | Total                                         | 1885           | 1622     | 1768 | +146                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Total | +146                                               |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |      |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |       |                                                    |

Organisation : Department of Social Welfare  
(Head Office Set-up)

Ministry : Women, Family and Social Welfare

| Date of Establishment              | ARC Proposal on Reorganisation | Class                                         | Manpower        |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                   | Class | Cumulative Impact of ARC and PARC on Existing Size |
|------------------------------------|--------------------------------|-----------------------------------------------|-----------------|----------|-----|--------------------------------|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                                    |                                |                                               | Enam Committee' | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                  |       |                                                    |
| 1961<br>(established as an Office) |                                | I                                             | 91              | 91       | 70  | -21                            |                  | • ARC did not feel the necessity of selected positions (e.g. Deputy Director, Assistant Director, Manager, Social Service Officer etc in class I; Trainer, Sub-Asst Director, Asst Manager in class II ). Justified observation. | I     | -21                                                |
|                                    |                                | II                                            | 29              | 29       | 17  | -12                            |                  |                                                                                                                                                                                                                                  | II    | -12                                                |
|                                    |                                | III                                           | 278             | 278      | 157 | -121                           |                  |                                                                                                                                                                                                                                  | III   | -121                                               |
|                                    |                                | IV                                            | 214             | 214      | 92  | -122                           |                  |                                                                                                                                                                                                                                  | IV    | -122                                               |
|                                    |                                | Total                                         | 612             | 612      | 336 | -276                           |                  |                                                                                                                                                                                                                                  | Total | -276                                               |
|                                    |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                 |          |     |                                |                  |                                                                                                                                                                                                                                  |       |                                                    |

Organisation : Department of Social Welfare  
(Field Set-up)

Ministry : Women, Family and Social Welfare

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |      |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|------|--------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC  | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |       |                                                    |
|                       |                                | I                                             | 666            | 666      | 680  | +14                            |                  | <ul style="list-style-type: none"><li>In this case, ARC made a different recommendation - expanding class I and IV and reducing the other two classes. It added Deputy Directors and Medical Officers (class I), and Sweepers and Night Guards (class I) for the field management. On the other hand, cut back Social Welfare Organiser, Resource Teacher (class II) and Typists, Craft Teachers, UDA, Graduate Teacher, Asst Supervisor etc). The recommendations in both cases are appropriate.</li></ul> | I     | +14                                                |
|                       |                                | II                                            | 114            | 114      | 40   | -74                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | II    | -74                                                |
|                       |                                | III                                           | 3010           | 3010     | 2288 | -722                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | III   | -722                                               |
|                       |                                | IV                                            | 1093           | 1093     | 1219 | +126                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | IV    | +126                                               |
|                       |                                | Total                                         | 4883           | 4883     | 4227 | -656                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Total | -656                                               |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |      |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |       |                                                    |
|                       |                                |                                               |                |          |      |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |       |                                                    |

ARC Volume # 27

Serial # 5

Organisation : Department of Archaeology

Ministry : Youth, Sports and Culture

| Date of Establishment                | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment.                                                                                                                                                                                                                                                                                                                                                                                                                                | Class | Cumulative Impact of ARC and PARC on Existing Size |
|--------------------------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                                      |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                                |       |                                                    |
| 1972<br>(originally created in 1861) |                                | I                                             | 39             | 38       | 41  | +3                             |                  | <ul style="list-style-type: none"><li>The Committee felt the necessity of replacing class I positions like Regional Directors and Assistant Directors with Additional Directors, Archaeologists and Assistant Engineers. It also rightly proposed to cut manpower from oversized class III and IV (e.g. positions such as <i>Jimmadar</i>, Accountant, Estimator, Designer etc [class III] and Security Guard, Cook etc [class IV]).</li></ul> | I     | +3                                                 |
|                                      |                                | II                                            | 12             | 12       | 12  |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                | II    |                                                    |
|                                      |                                | III                                           | 167            | 166      | 146 | -20                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                | III   | -20                                                |
|                                      |                                | IV                                            | 198            | 198      | 170 | -28                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                | IV    | -28                                                |
|                                      |                                | Total                                         | 416            | 414      | 369 | -45                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                | Total | -45                                                |
|                                      |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                |       |                                                    |

Organisation : Department of Public Library

Ministry : Cultural Affairs

| Organisation : Department of Public Library |                                | Ministry : Cultural Affairs                   |                |          |     |                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |       |                                                    |
|---------------------------------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
| Date of Establishment                       | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Class | Cumulative Impact of ARC and PARC on Existing Size |
|                                             |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |       |                                                    |
| 1982                                        |                                | I                                             | 22             | 19       | 21  | +2                             | <ul style="list-style-type: none"><li>A total of 63 public libraries are managed by this organisation. It provides library services to general people. The performance in terms of procurement, distribution, documentation of publications and meetings, book fare, seminar etc is satisfactory. ARC rightly proposed for a slight increase in its manpower to equip district libraries with needed manpower. Again, the proposed increase is to fill in sanctioned posts.</li></ul> | I     | +2                                                 |
|                                             |                                | II                                            | 24             | 3        | 29  | +26                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | II    | +26                                                |
|                                             |                                | III                                           | 184            | 177      | 176 | -1                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | III   | -1                                                 |
|                                             |                                | IV                                            | 146            | 139      | 173 | +34                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | IV    | +34                                                |
|                                             |                                | Total                                         | 376            | 338      | 399 | +61                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Total | +61                                                |
|                                             |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide Ministry of Cultural Affairs Letter no.Pro:2/2MP-4/97/791 Dated: 5/03/2000

| Department of Public Library                        | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
|                                                     | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
| May be adjusted in the light of PARC recommendation | 21               | 25      | 181     | 160     | 11             | 12      | 167     | 142     |

ARC Volume # 16

Serial # 8

Organisation : Directorate of Archives and Libraries

Ministry : Cultural Affairs

| Date of Establishment | ARC Proposal on Reorganisation | Class                             | Manpower       |          |     |                                |                  | PARC's Comment                 | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------|----------------|----------|-----|--------------------------------|------------------|--------------------------------|-------|----------------------------------------------------|
|                       |                                |                                   | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                |       |                                                    |
| 1973                  |                                | I                                 | 9              | 9        | 9   |                                |                  | • ARC assessment is justified. | I     |                                                    |
|                       |                                | II                                | 1              | 1        | 1   |                                |                  |                                | II    |                                                    |
|                       |                                | III                               | 46             | 46       | 46  |                                |                  |                                | III   |                                                    |
|                       |                                | IV                                | 29             | 29       | 29  |                                |                  |                                | IV    |                                                    |
|                       |                                | Total                             | 85             | 85       | 85  |                                |                  |                                | Total |                                                    |
|                       |                                | IMPLICATION FOR CHANGE: No change |                |          |     |                                |                  |                                |       |                                                    |

Ministry: Home Affairs

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                  | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                 |       |                                                    |
| 1971                  |                                | I                                             | 63             | 61       | 54  | -7                             |                  | • ARC rightly felt keeping certain positions as unnecessary (e.g. Additional Secretary, Joint Secretary, Documentation Officer, Research Officer and other relevant positions in other classes) | I     | -7                                                 |
|                       |                                | II                                            | 1              | 1        | 1   |                                |                  |                                                                                                                                                                                                 | II    |                                                    |
|                       |                                | III                                           | 117            | 117      | 104 | -13                            |                  |                                                                                                                                                                                                 | III   | -13                                                |
|                       |                                | IV                                            | 73             | 73       | 64  | -9                             |                  |                                                                                                                                                                                                 | IV    | -9                                                 |
|                       |                                | Total                                         | 254            | 252      | 223 | -29                            |                  |                                                                                                                                                                                                 | Total | -29                                                |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                  |                                                                                                                                                                                                 |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide Ministry of Home Affairs Letter no.Sa.Ma(Admn-1)-Misc-12/98/176 Dated: 27/02/2000

| Ministry of Home Affairs                            | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
| May be adjusted in the light of PARC recommendation | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
|                                                     | 48               | 54      | 49      | 63      | 47             | 44      | 48      | 52      |

ARC Volume # 6

Serial # 2

Organisation : Department of Fire Service and Civil Defence

Ministry : Home Affairs

| Date of Establishment                               | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |      |                                |                  | PARC's Comment                        | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------------------------------------|--------------------------------|-----------------------------------------------|----------------|----------|------|--------------------------------|------------------|---------------------------------------|-------|----------------------------------------------------|
|                                                     |                                |                                               | Enam Committee | Existing | ARC  | Impact of ARC on Existing Size | Changes from ARC |                                       |       |                                                    |
| 1982<br>(Originally created during Pakistan period) |                                | I                                             | 41             | 38       | 38   |                                |                  | Should be accepted for Implementation | I     |                                                    |
|                                                     |                                | II                                            | 135            | 91       | 48   | -43                            |                  |                                       | II    | -43                                                |
|                                                     |                                | III                                           | 3480           | 3367     | 2986 | -381                           |                  |                                       | III   | -381                                               |
|                                                     |                                | IV                                            | 272            | 244      | 333  | +89                            |                  |                                       | IV    | +89                                                |
|                                                     |                                | Total                                         | 3928           | 3740     | 3405 | -335                           |                  |                                       | Total | -335                                               |
|                                                     |                                | IMPLICATION FOR CHANGE: Reduction of Manpower |                |          |      |                                |                  |                                       |       |                                                    |
|                                                     |                                |                                               |                |          |      |                                |                  |                                       |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide Department of Fire Service and Civil Defence Letter no.FSOCD/uya-18/86(Pro)/1003 Dated: 24/02/2000

| Department of Fire Service and Civil Defence        | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
| May be adjusted in the light of PARC recommendation | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
|                                                     | 44               | 138     | 4175    | 295     | 26             | 85      | 3337    | 236     |

| Date of Establishment                                 | ARC Proposal on Reorganisation | Class | Manpower       |          |      |                                | PARC's Comment   | Class                                                                                                                                                                                                                                                                                               | Cumulative Impact of ARC and PARC on Existing Size |      |
|-------------------------------------------------------|--------------------------------|-------|----------------|----------|------|--------------------------------|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|------|
|                                                       |                                |       | Enam Committee | Existing | ARC  | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                     |                                                    |      |
| Not mentioned (Created under the Prisons Act of 1894) |                                | I     | 32             | 72       | 149  | +77                            |                  | • In view of ARC's recommendation to upgrade four district jails in to central jails and 27 sub-jails in to district jails (in order to properly manage the ever increasing number of prisoners) the proposed increase in the size of manpower for an expanded organisation like this is justified. | I                                                  | +77  |
|                                                       |                                | II    | 40             | 38       | 94   | +56                            |                  |                                                                                                                                                                                                                                                                                                     | II                                                 | +56  |
|                                                       |                                | III   | 6590           | 6583     | 6827 | +244                           |                  |                                                                                                                                                                                                                                                                                                     | III                                                | +244 |
|                                                       |                                | IV    | 20             | 20       | 25   | +5                             |                  |                                                                                                                                                                                                                                                                                                     | IV                                                 | +5   |
|                                                       |                                | Total | 6732           | 6713     | 7095 | +382                           |                  |                                                                                                                                                                                                                                                                                                     | Total                                              | +382 |
| IMPLICATION FOR CHANGE: Expansion of manpower         |                                |       |                |          |      |                                |                  |                                                                                                                                                                                                                                                                                                     |                                                    |      |

PARC's additional comment on up-to date Manpower position stated vide Prisons Directorate Letter no.PD/MET-17/98/65 Dated: 23/02/2000

| Prisons Directorate<br>May be adjusted in the light of PARC recommendation | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|----------------------------------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
|                                                                            | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
|                                                                            | 133              | 83      | 7277    | 17      | 98             | 76      | 6914    | 16      |

Organisation : Office of the Chief Metropolitan Magistrate, Dhaka

Ministry : Home Affairs

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                      | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                     |       |                                                    |
| 1979                  |                                | I                                             | 17             | 10       | 18  | +8                             |                  | <ul style="list-style-type: none"><li>Number of cases increased over the years. ARC estimated that this Office annually deals some 4000 cases of which 2000 do not get dismissed. To face this problem of backlog additional positions of Metropolitan Magistrates and other support staff is needed. The proposed increase is justified.</li></ul> | I     | +8                                                 |
|                       |                                | II                                            |                |          | 1   | +1                             |                  |                                                                                                                                                                                                                                                                                                                                                     | II    | +1                                                 |
|                       |                                | III                                           | 36             | 23       | 38  | +15                            |                  |                                                                                                                                                                                                                                                                                                                                                     | III   | +15                                                |
|                       |                                | IV                                            | 32             | 27       | 32  | +5                             |                  |                                                                                                                                                                                                                                                                                                                                                     | IV    | +5                                                 |
|                       |                                | Total                                         | 85             | 60       | 89  | +29                            |                  |                                                                                                                                                                                                                                                                                                                                                     | Total | +29                                                |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                     |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide CMM Dhaka Letter no. Nej-4/O: Se:Ap-16/93-529 Dated: 6/03/2000

|                                                                                                                                    |                  |         |         |         |                |         |         |         |
|------------------------------------------------------------------------------------------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
| PARC's additional comment on up-to date manpower position stated vide CMM Dhaka Letter no. RC/4/C. SC/SP-10/75-92 Dated: 0/03/2000 |                  |         |         |         |                |         |         |         |
| CMM Court<br><b>Dhaka.</b>                                                                                                         | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
| May be adjusted<br>in the light of<br>PARC<br>recommendation                                                                       | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
|                                                                                                                                    | 23               | 0       | 38      | 42      | 15             | 0       | 35      | 36      |

PARC's additional comment on up-to date Manpower position stated vide CMM Rajshahi Letter no. CMM/Raj/EST/1-26/2000/62 Dated: 27/02/2000

|                                                                                                                                           |                  |         |         |         |                |         |         |         |
|-------------------------------------------------------------------------------------------------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
| PARC's additional comment on up-to date manpower position stated vide CMM Rajshahi Letter No. CMM/Raj/LS/171-26/2006/02 Dated: 27/02/2006 |                  |         |         |         |                |         |         |         |
| CMM Court<br>Rajshahi                                                                                                                     | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
| This office was<br>established after<br>ARC's report.<br>PARC finds<br>justification of<br>such creation.                                 | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
|                                                                                                                                           | 4                | 0       | 9       | 11      | 3              | 0       | 7       | 5       |

Organisation : Office of the Chief Metropolitan Magistrate, Chittagong Ministry : Home Affairs

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                              | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                             |       |                                                    |
| 1979                  |                                | I                                             | 6              |          | 7   | +1                             |                  | • The proposal for creating a post of the Additional Chief Metropolitan Magistrate and four related class III and IV positions is rational in view of the increasing number of cases handled by this offices and the problem of backloging. | I     | +1                                                 |
|                       |                                | II                                            |                |          |     |                                |                  |                                                                                                                                                                                                                                             | II    |                                                    |
|                       |                                | III                                           | 14             | 14       | 16  | +2                             |                  |                                                                                                                                                                                                                                             | III   | +2                                                 |
|                       |                                | IV                                            | 14             | 14       | 16  | +2                             |                  |                                                                                                                                                                                                                                             | IV    | +2                                                 |
|                       |                                | Total                                         | 34             | 34       | 39  | +5                             |                  |                                                                                                                                                                                                                                             | Total | +5                                                 |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                             |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide Letter no. 9M-42/93-99/CMM (CTG)-51 Dated: 12/03/2000

| CMM Court Chittagong                                | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
|                                                     | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
| May be adjusted in the light of PARC recommendation | 7                | 0       | 13      | 17      | 5              | 0       | 12      | 16      |

Organisation : Office of the Chief Metropolitan Magistrate, Khulna      Ministry : Home Affairs

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                | PARC's Comment                                                                                                                       | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|--------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size |                                                                                                                                      |       |                                                    |
| 1986                  |                                | I                                             | 3              | 3        | 5   | +2                             | <ul style="list-style-type: none"><li>In view of the workload and backlogging, ARC-proposed increase should be implemented</li></ul> | I     | +2                                                 |
|                       |                                | II                                            |                |          |     |                                |                                                                                                                                      | II    |                                                    |
|                       |                                | III                                           | 10             | 10       | 12  | +2                             |                                                                                                                                      | III   | +2                                                 |
|                       |                                | IV                                            | 11             | 11       | 13  | +2                             |                                                                                                                                      | IV    | +2                                                 |
|                       |                                | Total                                         | 24             | 24       | 30  | +6                             |                                                                                                                                      | Total | +6                                                 |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                                                                                                                                      |       |                                                    |

| Date of Establishment                         | ARC Proposal on Reorganisation | Class | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                       | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------------------------------|--------------------------------|-------|----------------|----------|-----|--------------------------------|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                                               |                                |       | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                      |       |                                                    |
| 1972                                          |                                | I     | 21             | 21       | 36  | +15                            |                  | <ul style="list-style-type: none"><li>There is tremendous work pressure in this agency which produces some 60,000 passports a month on average. Also, the revenue income is much higher than revenue expenditure (Taka 813 million against Taka 114 million. The agency needs extra hands for auditing . The ARC-proposed increase is therefore justified.</li></ul> | I     | +15                                                |
|                                               |                                | II    | 13             | 13       | 21  | +8                             |                  |                                                                                                                                                                                                                                                                                                                                                                      | II    | +8                                                 |
|                                               |                                | III   | 175            | 175      | 231 | +56                            |                  |                                                                                                                                                                                                                                                                                                                                                                      | III   | +56                                                |
|                                               |                                | IV    | 115            | 115      | 143 | +28                            |                  |                                                                                                                                                                                                                                                                                                                                                                      | IV    | +28                                                |
|                                               |                                | Total | 324            | 324      | 431 | +107                           |                  |                                                                                                                                                                                                                                                                                                                                                                      | Total | +107                                               |
| IMPLICATION FOR CHANGE: Expansion of manpower |                                |       |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                      |       |                                                    |

| Date of Establishment                    | ARC Proposal on Reorganisation | Class | Manpower       |          |     |                                | Changes from ARC | PARC's Comment                                                                                                  | Class | Cumulative Impact of ARC and PARC on Existing Size |
|------------------------------------------|--------------------------------|-------|----------------|----------|-----|--------------------------------|------------------|-----------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                                          |                                |       | Enam Committee | Existing | ARC | Impact of ARC on Existing Size |                  |                                                                                                                 |       |                                                    |
| 1994                                     |                                | I     | 9              | 9        | 9   |                                |                  | <ul style="list-style-type: none"><li>No change suggested by ARC. It seems an appropriate suggestion.</li></ul> | I     | 9                                                  |
|                                          |                                | II    |                |          |     |                                |                  |                                                                                                                 | II    |                                                    |
|                                          |                                | III   | 34             | 34       | 34  |                                |                  |                                                                                                                 | III   | 34                                                 |
|                                          |                                | IV    | 15             | 15       | 15  |                                |                  |                                                                                                                 | IV    | 15                                                 |
|                                          |                                | Total | 58             | 58       | 58  |                                |                  |                                                                                                                 | Total | 58                                                 |
| IMPLICATION FOR CHANGE: New Organisation |                                |       |                |          |     |                                |                  |                                                                                                                 |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide Coast Guard Head Quarters Letter no.CG/Pers-1501/406 Dated: 27/02/2000

| Coast Guard Head Quarters<br>May be adjusted in the light<br>of PARC recommendation | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-------------------------------------------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
|                                                                                     | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
|                                                                                     | 39               | 12      | 227     | 15      | 32             | 11      | 226     | 15      |

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Class | Cumulative Impact of ARC and PARC on Existing Size |  |
|-----------------------|--------------------------------|-----------------------------------------------|----------|----------|-----|--------------------------------|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|--|
|                       |                                |                                               | Enam     | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |       |                                                    |  |
| 1990                  |                                | I                                             | 86       | 73       | 72  | -1                             | -1               | <ul style="list-style-type: none"><li>Drug related social problem has increased many fold in recent years. The proposed expansion is necessary in view of the extent of the drug-related problem as well as its necessity to cover wider territories of the country.</li><li>However, one class I position of Resident Psychiatric (out of 2) can be contracted out. At the same time the agency may consider appointing more psychiatrics to cope with the problem of drug abuse and drug-related crime.</li></ul> | I     | -1<br>-1 (PARC)<br>[Psychiatric]                   |  |
|                       |                                | II                                            | 54       | 31       | 40  | +9                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | II    | +9                                                 |  |
|                       |                                | III                                           | 1032     | 626      | 435 | -191                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | III   | -191                                               |  |
|                       |                                | IV                                            | 102      | 102      | 373 | +271                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | IV    | +271                                               |  |
|                       |                                | Total                                         | 1274     | 832      | 920 | +88                            | -1               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Total | +87                                                |  |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |          |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |       |                                                    |  |
|                       |                                |                                               |          |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |       |                                                    |  |

<sup>39</sup> Currently sanctioned posts

| Date of Establishment | ARC Proposal on Reorganisation | Class                                                                                            | Manpower       |          |       |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                       | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|--------------------------------------------------------------------------------------------------|----------------|----------|-------|--------------------------------|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                                                                                  | Enam Committee | Existing | ARC   | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                      |       |                                                    |
| 1948                  |                                | I                                                                                                | 244            | 158      | 185   | +27                            |                  | <ul style="list-style-type: none"><li>ARC proposed to fill in some positions of District Adjutant and Asst District Adjutant. In class II it did not feel to keep the Accounts Officers. The increase in class III is mostly in the positions of ARMR and Guard Commander.</li></ul> | I     | +27                                                |
|                       |                                | II                                                                                               | 233            | 197      | 4     | -193                           |                  |                                                                                                                                                                                                                                                                                      | II    | -193                                               |
|                       |                                | III                                                                                              | 1887           | 1745     | 2224  | +479                           |                  |                                                                                                                                                                                                                                                                                      | III   | +479                                               |
|                       |                                | IV                                                                                               | 249            | 248      | 254   | +6                             |                  |                                                                                                                                                                                                                                                                                      | IV    | +6                                                 |
|                       |                                | Total                                                                                            | 2613           | 2348     | 2667  | +319                           |                  |                                                                                                                                                                                                                                                                                      | Total | +319                                               |
|                       |                                | * Integrated Ansar                                                                               | 24656          | 24656    | 19361 | -5288                          |                  |                                                                                                                                                                                                                                                                                      |       | -5288                                              |
|                       |                                | IMPLICATION FOR CHANGE:<br>Expansion of manpower and reduction in the number of integrated Ansar |                |          |       |                                |                  |                                                                                                                                                                                                                                                                                      |       |                                                    |

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Serial # 2

Organisation : Bangladesh Rifles

Ministry : Home Affairs

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |       |                                |                  | PARC's Comment                                                                                                                  | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-------|--------------------------------|------------------|---------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC   | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                 |       |                                                    |
| 1972                  |                                | I                                             | 328            | 328      | 318   | -10                            |                  | • ARC proposed to cut back from all classes with the highest from class II. The organogram sets well with the reduced manpower. | I     | -10                                                |
|                       |                                | II*                                           | 27277          | 27277    | 25713 | -1564                          |                  |                                                                                                                                 | II    | -1564                                              |
|                       |                                | III **                                        | 547            | 547      | 529   | -18                            |                  |                                                                                                                                 | III   | -18                                                |
|                       |                                | IV **                                         | 2027           | 2027     | 1922  | -105                           |                  |                                                                                                                                 | IV    | -105                                               |
|                       |                                | Total                                         | 30179          | 30179    | 28483 | -1697                          |                  |                                                                                                                                 | Total | -1697                                              |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |       |                                |                  |                                                                                                                                 |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide Bangladesh Rifles Head Quarters Letter no.157/2/xx/GS (SD) Dated: 23/02/2000

| Bangladesh Rifles                                   | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
| May be adjusted in the light of PARC recommendation | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
|                                                     | 397              | 0       | 35728   | 2536    | 331            | 0       | 34749   | 2482    |

- \* Includes both military and civil personnel  
 \*\* Includes civil employees only

Ministry : Health and Family Welfare

| Date of Establishment                                          | ARC Proposal on Reorganisation | Class                                         | Manpower       |                               |     |                             |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Class | Cumulative Impact of ARC and PARC on Sanctioned Size |  |
|----------------------------------------------------------------|--------------------------------|-----------------------------------------------|----------------|-------------------------------|-----|-----------------------------|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|------------------------------------------------------|--|
|                                                                |                                |                                               | Enam Committee | Existing                      | ARC | Impact of ARC on Sanctioned | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |       |                                                      |  |
| Health & Family Welfare were merged in to one Ministry in 1990 |                                | I                                             | 65             | 59                            | 38  | -27                         |                  | <ul style="list-style-type: none"><li>ARC proposed to abolish additional positions Secretary, Joint Secretary, Deputy Secretary and Assistant Secretary and to create positions of Director (Inspection)and Supervisor. In class III it proposed for drastic reduction in the size of Branch Assistant and Typists and expansion of other positions like UDA, Data Entry Operator. The proposed organogram seems justified on the ground that technical support is essential for this service-providing Ministry.</li></ul> | I     | -27                                                  |  |
|                                                                |                                | II                                            | 1              | 1                             | 1   |                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | II    |                                                      |  |
|                                                                |                                | III                                           | 145            | Not shown                     | 70  | -75                         |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | III   | -75                                                  |  |
|                                                                |                                | IV                                            | 94             | Not shown                     | 42  | -52                         |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | IV    | -52                                                  |  |
|                                                                |                                | Total                                         | 305            | Total not shown in ARC report | 151 | -154                        |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Total | -154                                                 |  |
|                                                                |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |                               |     |                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |       |                                                      |  |
|                                                                |                                |                                               |                |                               |     |                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |       |                                                      |  |

<sup>37</sup> Existing size is not shown in ARC Report. In this table and in such cases impact on sanctioned size is shown

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Serial # 9

Organisation : National Institute of Ophthalmology

Ministry : Health and Family Welfare

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                            | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                           |       |                                                    |
| 1979                  |                                | I                                             | 28             | 28       | 23  | - 5                            |                  | * Should be accepted for implementation.<br><br>* The other recommendations of the Committee (lists below) should be implemented as well. | I     | - 5                                                |
|                       |                                | II                                            | 2              | 2        | 2   |                                |                  |                                                                                                                                           | II    |                                                    |
|                       |                                | III                                           | 71             | 69       | 44  | - 25                           |                  |                                                                                                                                           | III   | - 25                                               |
|                       |                                | IV                                            | 67             | 67       | 32  | - 35                           |                  |                                                                                                                                           | IV    | - 35                                               |
|                       |                                | Total                                         | 168            | 166      | 101 | - 65                           |                  |                                                                                                                                           | Total | - 65                                               |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of Manpower |                |          |     |                                |                  |                                                                                                                                           |       |                                                    |

\* The Committee did not recommend for any structural reorganisation as such, but made a number of recommendations including, (a) abolition of MS course and introduction of DO course (minimum 40 a year), (b) holding of at least 30 eye treatment camps for medical services for the people, (c) audit on the accounts of the institute, and (d) studying the feasibility of merging all the pathological units under the Sorwardi Hospital compound.

| Date of Establishment | ARC Proposal on Reorganisation                                                                                                                           | Class                                         | Manpower                     |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                            | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------|------------------------------|----------|-----|--------------------------------|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                                                                                                                                          |                                               | Enam Committee <sup>15</sup> | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                           |       |                                                    |
| 1995                  | • Extended manpower structure was recommended by ARC in the light of the proposal for taking this organisation from development budget to revenue budget | I                                             | 40                           | 36       | 40  | +4                             |                  | • This organisation needs to be managed from revenue sector. The ARC proposal to follow the originally-planned development project personnel set-up is a proper option, given the increasing number of patients suffering from different types of cancer. | I     | +4                                                 |
|                       |                                                                                                                                                          | II                                            | 2                            | 2        | 2   |                                |                  |                                                                                                                                                                                                                                                           | II    |                                                    |
|                       |                                                                                                                                                          | III                                           | 71                           | 59       | 71  | +12                            |                  |                                                                                                                                                                                                                                                           | III   | +12                                                |
|                       |                                                                                                                                                          | IV                                            | 81                           | 78       | 81  | +3                             |                  |                                                                                                                                                                                                                                                           | IV    | +3                                                 |
|                       |                                                                                                                                                          | Total                                         | 194                          | 175      | 194 | +19                            |                  |                                                                                                                                                                                                                                                           | Total | +19                                                |
|                       |                                                                                                                                                          | IMPLICATION FOR CHANGE: Expansion of manpower |                              |          |     |                                |                  |                                                                                                                                                                                                                                                           |       |                                                    |

<sup>15</sup> Enam Committee submitted its report before the creation of this organisation. The following manpower structure was sanctioned initially under its project status

Organisation : National Institute for Population Research and Training Ministry : Health and Family Planning (NIPORT)

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower                     |          |      |                                | PARC's Comment          | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|------------------------------|----------|------|--------------------------------|-------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee <sup>27</sup> | Existing | ARC  | Impact of ARC on Existing Size |                         |       |                                                    |
| 1977                  |                                | I                                             | 129                          | 129      | 129  |                                | • Should be implemented | I     |                                                    |
|                       |                                | II                                            | 90                           | 88       | 90   | +2                             |                         | II    | +2                                                 |
|                       |                                | III                                           | 347                          | 345      | 347  | +2                             |                         | III   | +2                                                 |
|                       |                                | IV                                            | 449                          | 449      | 449  |                                |                         | IV    |                                                    |
|                       |                                | Total                                         | 1015                         | 1011     | 1015 | +4                             |                         | Total | +4                                                 |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                              |          |      |                                |                         |       |                                                    |

<sup>27</sup> Sanctioned as per Project Profile

ARC Volume # 13

Serial # 5

Organisation : National Institute for Preventive and Social Medicine (NIPSOM) Ministry : Health and family Planning

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                              | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                             |       |                                                    |
| 1974                  |                                | I                                             | 34             | 29       | 65  | +36                            |                  | • ARC recommended for new units in this organisation. All of these are essential to cater to the need of new century (e.g. Social science, Computer, Occupational and Environmental Health. The proposed increase in manpower is justified. | I     | +36                                                |
|                       |                                | II                                            | 6              | 6        | 6   |                                |                  |                                                                                                                                                                                                                                             | II    |                                                    |
|                       |                                | III                                           | 50             | 50       | 56  | +6                             |                  |                                                                                                                                                                                                                                             | III   | +6                                                 |
|                       |                                | IV                                            | 59             | 59       | 66  | +7                             |                  |                                                                                                                                                                                                                                             | IV    | +7                                                 |
|                       |                                | Total                                         | 149            | 144      | 193 | +49                            |                  |                                                                                                                                                                                                                                             | Total | +49                                                |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                             |       |                                                    |

ARC Volume # 13

Serial # 6

Organisation : Directorate of Drug Administration

Ministry : Health and Family Planning

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                  | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                 |       |                                                    |
| 1976                  |                                | I                                             | 59             | 59       | 61  | +2                             |                  | • To cope with the workload of this agency there is a need for appointing personnel like Assistant Directors (class I) Drug Inspectors (class II) and corresponding class III and IV employees. | I     | +2                                                 |
|                       |                                | II                                            | 13             | 13       | 39  | +26                            |                  |                                                                                                                                                                                                 | II    | +26                                                |
|                       |                                | III                                           | 91             | 90       | 123 | +33                            |                  |                                                                                                                                                                                                 | III   | +33                                                |
|                       |                                | IV                                            | 51             | 51       | 64  | +13                            |                  |                                                                                                                                                                                                 | IV    | +13                                                |
|                       |                                | Total                                         | 214            | 213      | 287 | +74                            |                  |                                                                                                                                                                                                 | Total | +74                                                |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                                                                                                                                                                 |       |                                                    |

ARC Volume # 15

Serial # 5

Organisation : Directorate of Nursing Services

Ministry : Health and Family Planning

| Date of Establishment | ARC Proposal on Reorganisation | Class                             | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                           | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------|----------------|----------|-----|--------------------------------|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                   | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                          |       |                                                    |
| 1976                  |                                | I                                 | 29             | 29       | 29  |                                |                  | <ul style="list-style-type: none"><li>This agency extends health services through conducting training and registration of nurses, and directing different nurse training institutes etc. ARC's proposal to bring no change to the manpower set-up is rational.</li></ul> | I     |                                                    |
|                       |                                | II                                | 126            | 126      | 126 |                                |                  |                                                                                                                                                                                                                                                                          | II    |                                                    |
|                       |                                | III                               | 196            | 196      | 196 |                                |                  |                                                                                                                                                                                                                                                                          | III   |                                                    |
|                       |                                | IV                                | 462            | 462      | 462 |                                |                  |                                                                                                                                                                                                                                                                          | IV    |                                                    |
|                       |                                | Total                             | 813            | 813      | 813 |                                |                  |                                                                                                                                                                                                                                                                          | Total |                                                    |
|                       |                                | IMPLICATION FOR CHANGE: No change |                |          |     |                                |                  |                                                                                                                                                                                                                                                                          |       |                                                    |

ARC Volume # 19

Serial # 5

Organisation : Institute of Diseases of the Chest and Hospital

Ministry : Health and Family Welfare

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                     | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                    |       |                                                    |
| 1955                  |                                | I                                             | 32             | 32       | 73  | +41                            |                  | <ul style="list-style-type: none"><li>Proposed organogram contains a number of new units, e.g. Cardiology, Thorasic surgery etc. Therefore, additional positions of Assistant Professor, Medical Officer (class I), and Senior Staff Nurse (class III) are essential. The number of patients has also increased and the Institute started the MD course.</li></ul> | I     | +41                                                |
|                       |                                | II                                            | 2              | 2        | 5   | +3                             |                  |                                                                                                                                                                                                                                                                                                                                                                    | II    | +3                                                 |
|                       |                                | III                                           | 171            | 153      | 178 | +25                            |                  |                                                                                                                                                                                                                                                                                                                                                                    | III   | +25                                                |
|                       |                                | IV                                            | 201            | 163      | 214 | +51                            |                  |                                                                                                                                                                                                                                                                                                                                                                    | IV    | +51                                                |
|                       |                                | Total                                         | 406            | 350      | 470 | +120                           |                  |                                                                                                                                                                                                                                                                                                                                                                    | Total | +120                                               |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                    |       |                                                    |

ARC Volume # 20

Serial # 1

Organisation : Institute of Public Health

Ministry : Health and family welfare

| Date of Establishment      | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                      | Class | Cumulative Impact of ARC and PARC on Existing Size                                     |  |
|----------------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------------------------------------------|--|
|                            |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                     |       |                                                                                        |  |
| Originally created in 1953 |                                | I                                             | 34             | 30       | 38  | +8                             | -12              | <ul style="list-style-type: none"><li>In view of this agency's mandate and present performance the proposed expansion can be accepted.</li><li>However, the 12 class I positions need not be under revenue budget. These experts are now available in the private sector who can be contracted for periodic assignments and consultation.</li></ul> | I     | +8<br>-12 (PARC)<br><br>[Bactreologist-10<br>Pharmacologist-1<br>Asst Bactreologist-1] |  |
|                            |                                | II                                            | 24             | 14       | 24  | +10                            |                  |                                                                                                                                                                                                                                                                                                                                                     | II    | +10                                                                                    |  |
|                            |                                | III                                           | 184            | 166      | 198 | +32                            |                  |                                                                                                                                                                                                                                                                                                                                                     | III   | +32                                                                                    |  |
|                            |                                | IV                                            | 246            | 223      | 254 | +31                            |                  |                                                                                                                                                                                                                                                                                                                                                     | IV    | +31                                                                                    |  |
|                            |                                | Total                                         | 488            | 433      | 514 | +81                            | -12              |                                                                                                                                                                                                                                                                                                                                                     | Total | +69                                                                                    |  |
|                            |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                     |       |                                                                                        |  |

ARC Volume # 21

Serial # 3

Organisation : Institute of Public Health Nutrition, Dietetics and Food Science

Ministry : Health &amp; Family Welfare

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                              | Class | Cumulative Impact of ARC and PARC on Existing Size      |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|---------------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                             |       |                                                         |
| 1975                  |                                | I                                             | 18             | 13       | 17  | +4                             | -2               | • Apart from the class I administrative positions, some top technical positions can be filled in by hiring people from private sector on contract for undertalung research on a periodic basis. ARC proposed increase in other positions in all classes is justified in view of a well-designed organogram. | I     | +4<br>-2 (PARC)<br>[Home Economist-1<br>Food Chemist-1] |
|                       |                                | II                                            | 27             | 6        | 28  | +22                            |                  |                                                                                                                                                                                                                                                                                                             | II    | +22                                                     |
|                       |                                | III                                           | 78             | 51       | 81  | +30                            |                  |                                                                                                                                                                                                                                                                                                             | III   | +30                                                     |
|                       |                                | IV                                            | 23             | 23       | 23  |                                |                  |                                                                                                                                                                                                                                                                                                             | IV    |                                                         |
|                       |                                | Total                                         | 146            | 93       | 149 | +56                            | -2               |                                                                                                                                                                                                                                                                                                             | Total | +54                                                     |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                             |       |                                                         |

ARC Volume # 27

Serial # 2

Organisation : National Institute of Cardiovascular Diseases  
and Hospital

Ministry : Health and Family Welfare

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |       |                                                    |
| 1980                  |                                | I                                             | 85             | 79       | 100 | +21                            |                  | <ul style="list-style-type: none"><li>The proposed increase in class I is due to the creation of additional positions of Assistant Professor, Supervisor, Medical officer etc. These increases are justified on the ground that the number of patients with cardiovascular diseases has been increasing. Additional doctors are necessary. The Hospital authority can consider creation of further positions of doctors, Professors and relevant staff in this vital hospital.</li></ul> | I     | +21                                                |
|                       |                                | II                                            | 2              | 2        | 3   | +1                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | II    | +1                                                 |
|                       |                                | III                                           | 223            | 202      | 184 | -18                            |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | III   | -18                                                |
|                       |                                | IV                                            | 123            | 113      | 106 | -7                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | IV    | -7                                                 |
|                       |                                | Total                                         | 433            | 396      | 393 | -3                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Total | -3                                                 |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |       |                                                    |

ARC Volume #28

Serial # 2

Organisation : Department of Family Planning

Ministry : Health and Family Welfare

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower                                               |          |       |               |                  | PARC's Comment                                                                                                                                                       | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|--------------------------------------------------------|----------|-------|---------------|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee                                         | Existing | ARC   | Impact of ARC | Changes from ARC |                                                                                                                                                                      |       |                                                    |
| Not mentioned         |                                | I                                             | 1277                                                   |          | 1264  | -13           |                  | <ul style="list-style-type: none"><li>The reduction is rational in view of the total sanctioned positions that include both revenue and development heads.</li></ul> | I     | -13                                                |
|                       |                                | II                                            | 1218                                                   |          | 944   | -274          |                  |                                                                                                                                                                      | II    | -274                                               |
|                       |                                | III                                           | 37928                                                  |          | 21347 | -16581        |                  |                                                                                                                                                                      | III   | -16581                                             |
|                       |                                | IV                                            | 8619                                                   |          | 5969  | -2650         |                  |                                                                                                                                                                      | IV    | -2650                                              |
|                       |                                | Total                                         | 49042<br>(Posts include revenue and development heads) |          | 29524 | -19518        |                  |                                                                                                                                                                      | Total | -19518                                             |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                                                        |          |       |               |                  |                                                                                                                                                                      |       |                                                    |

ARC Volume # 28

Serial # 3

Organisation : Rehabilitation Institute and Hospital for  
the Disabled

Ministry : Health and Family Welfare

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                    | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                   |       |                                                    |
| 1972                  |                                | I                                             | 49             | 42       | 77  | +35                            |                  | • In view of the number of disable patients with need for physio-therapy and other treatment and counseling, the proposed increase is acceptable. | I     | +35                                                |
|                       |                                | II                                            | 13             | 3        | 18  | +15                            |                  |                                                                                                                                                   | II    | +15                                                |
|                       |                                | III                                           | 219            | 217      | 236 | +19                            |                  |                                                                                                                                                   | III   | +19                                                |
|                       |                                | IV                                            | 208            | 202      | 168 | -34                            |                  |                                                                                                                                                   | IV    | -34                                                |
|                       |                                | Total                                         | 489            | 464      | 499 | +35                            |                  |                                                                                                                                                   | Total | +35                                                |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                                                                                                                   |       |                                                    |
|                       |                                |                                               |                |          |     |                                |                  |                                                                                                                                                   |       |                                                    |

ARC Volume # 31

Serial # 2

Organisation : Department of Health Services<sup>44</sup>

Ministry : Health and Family Welfare

| Date of Establishment | ARC Proposal on Reorganisation           | Class                                         | Manpower       |          |       |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                  | Class | Cumulative Impact of ARC and PARC on Existing Size |  |
|-----------------------|------------------------------------------|-----------------------------------------------|----------------|----------|-------|--------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|--|
|                       |                                          |                                               | Enam Committee | Existing | ARC   | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                 |       |                                                    |  |
| Not mentioned         | BPSC to be split in to two organisations | I                                             | Not shown      | 6343     | 6880  | +537                           |                  | • Well-justified organogram resulting in considerable size of manpower particularly in the class III level (e.g. Health Assistant, UDA, LDA, Driver etc). However, as expected the class I level was proposed to be strengthened with added personnel (e.g. Regional Director, Anaesthetic etc) | I     | +537                                               |  |
|                       |                                          | II                                            |                | 336      | 329   | -7                             |                  |                                                                                                                                                                                                                                                                                                 | II    | -7                                                 |  |
|                       |                                          | III                                           |                | 44906    | 31745 | -13161                         |                  |                                                                                                                                                                                                                                                                                                 | III   | -13161                                             |  |
|                       |                                          | IV                                            |                | 13409    | 12159 | -1250                          |                  |                                                                                                                                                                                                                                                                                                 | IV    | -1250                                              |  |
|                       |                                          | Total                                         |                | 64994    | 51113 | -13881                         |                  |                                                                                                                                                                                                                                                                                                 | Total | -13881                                             |  |
|                       |                                          | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |       |                                |                  |                                                                                                                                                                                                                                                                                                 |       |                                                    |  |
|                       |                                          |                                               |                |          |       |                                |                  |                                                                                                                                                                                                                                                                                                 |       |                                                    |  |

<sup>44</sup> The manpower size given in this table includes the Headquarters, 5 Regional Offices, 64 District Civil Surgeon's offices and Thana Health Offices and Union Health Centres

Organisation : Institute of Post Graduate Medicine and Research  
(later renamed Bangabandhu Medical College and  
became an Autonomous Body)

Ministry : Health and Family Welfare

| Date of Establishment | ARC Proposal on Reorganisation                                                                         | Class                                                                                 | Manpower       |           |     |                                  |                  | PARC's Comment                                                                                                                                                   | Class | Cumulative Impact of ARC and PARC on Sanctioned Size |
|-----------------------|--------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|----------------|-----------|-----|----------------------------------|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|------------------------------------------------------|
|                       |                                                                                                        |                                                                                       | Enam Committee | Existing  | ARC | Impact of ARC on Sanctioned Size | Changes from ARC |                                                                                                                                                                  |       |                                                      |
| 1965                  | A Board of Directors was proposed by ARC for to run the administration of this autonomous organisation | I                                                                                     | 284            | Not shown |     |                                  |                  | • It is now an Autonomous Body. Therefore this Hospital cannot be shown as a government organisation. The total strength of manpower is therefore deducted here. | I     | -284                                                 |
|                       |                                                                                                        | II                                                                                    | 19             |           |     |                                  |                  |                                                                                                                                                                  | II    | -19                                                  |
|                       |                                                                                                        | III                                                                                   | 561            |           |     |                                  |                  |                                                                                                                                                                  | III   | -561                                                 |
|                       |                                                                                                        | IV                                                                                    | 509            |           |     |                                  |                  |                                                                                                                                                                  | IV    | -509                                                 |
|                       |                                                                                                        | Total                                                                                 | 1373           |           |     |                                  |                  |                                                                                                                                                                  | Total | -1373                                                |
|                       |                                                                                                        | IMPLICATION FOR CHANGE: Status changed (cannot be shown as a government organisation) |                |           |     |                                  |                  |                                                                                                                                                                  |       |                                                      |
|                       |                                                                                                        |                                                                                       |                |           |     |                                  |                  |                                                                                                                                                                  |       |                                                      |

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |           |     |                                  |                  | PARC's Comment                                                                                                                                                                                                                                                                                                             | Class                                                 | Cumulative Impact of ARC and PARC on Sanctioned Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|-----------|-----|----------------------------------|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------|------------------------------------------------------|
|                       |                                |                                               | Exam Committee | Existing  | ARC | Impact of ARC on Sanctioned Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                            |                                                       |                                                      |
| 1961                  |                                | I                                             | 79             | Not shown | 86  | +7                               |                  | <ul style="list-style-type: none"><li>A few class III positions (e.g. Photographer, Electrician) could be contracted out as and when required. Otherwise, the ARC proposal is acceptable. It rightly felt the necessity of class I positions (e.g. Associate Professor, Assistant Professor, Deputy Supervisor).</li></ul> | I                                                     | +7                                                   |
|                       |                                | II                                            | 3              |           | 3   |                                  | II               |                                                                                                                                                                                                                                                                                                                            |                                                       |                                                      |
|                       |                                | III                                           | 67             |           | 74  | +7                               | III              |                                                                                                                                                                                                                                                                                                                            | +7                                                    |                                                      |
|                       |                                | IV                                            | 103            |           | 83  | -20                              | IV               |                                                                                                                                                                                                                                                                                                                            | -3 (PARC)<br>(Photographer-1<br>Electrician-2)<br>-20 |                                                      |
|                       |                                | Total                                         | 252            |           | 246 | -6                               | Total            |                                                                                                                                                                                                                                                                                                                            | -9                                                    |                                                      |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |           |     |                                  |                  |                                                                                                                                                                                                                                                                                                                            |                                                       |                                                      |

Organisation : Department of Medical Education

Ministry : Health and Family Welfare

| Date of Establishment | ARC Proposal on Reorganisation                         | Class                                    | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                                                                     | Class | Cumulative Impact of ARC and PARC on Existing Size |  |
|-----------------------|--------------------------------------------------------|------------------------------------------|----------------|----------|-----|--------------------------------|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|--|
|                       |                                                        |                                          | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                    |       |                                                    |  |
|                       | ARC proposed for the creation of this new organisation | I                                        | NIA            | NIA      | 26  |                                |                  | <ul style="list-style-type: none"><li>ARC proposal for creating this organisation is justified because it can separately carry out administration of medical education. The manpower size is acceptable.</li></ul> | I     |                                                    |  |
|                       |                                                        | II                                       |                |          | 1   |                                |                  |                                                                                                                                                                                                                    | II    |                                                    |  |
|                       |                                                        | III                                      |                |          | 54  |                                |                  |                                                                                                                                                                                                                    | III   |                                                    |  |
|                       |                                                        | IV                                       |                |          | 35  |                                |                  |                                                                                                                                                                                                                    | IV    |                                                    |  |
|                       |                                                        | Total                                    |                |          | 116 |                                |                  |                                                                                                                                                                                                                    | Total |                                                    |  |
|                       |                                                        | IMPLICATION FOR CHANGE: New organisation |                |          |     |                                |                  |                                                                                                                                                                                                                    |       |                                                    |  |
|                       |                                                        |                                          |                |          |     |                                |                  |                                                                                                                                                                                                                    |       |                                                    |  |

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                       | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enum Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                      |       |                                                    |
| Not mentioned         |                                | I                                             | Not shown      | 137      | 202 | +65                            |                  | • Should be accepted for implementation <sup>2</sup> | I     | +65                                                |
|                       |                                | II                                            |                | 1        | 1   |                                | II               |                                                      |       |                                                    |
|                       |                                | III                                           |                | 56       | 66  | +10                            | III              |                                                      | +10   |                                                    |
|                       |                                | IV                                            |                | 154      | 150 | -4                             | IV               |                                                      | -4    |                                                    |
|                       |                                | Total                                         |                | 348      | 419 | +71                            | Total            |                                                      | +71   |                                                    |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |     |                                |                  |                                                      |       |                                                    |

<sup>2</sup> ARC did not show position wise expansion and reduction for this organisation and the following three organisations. Therefore apart from recommending ARC proposed manpower structure for implementation, no rational could have been established.

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |      |                                | PARC's Comment   | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|------|--------------------------------|------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC  | Impact of ARC on Existing Size | Changes from ARC |       |                                                    |
| Not mentioned         |                                | I                                             | Not shown      | 187      | 214  | +27                            |                  | I     | +27                                                |
|                       |                                | II                                            |                | 4        | 7    | +3                             |                  | II    | +3                                                 |
|                       |                                | III                                           |                | 449      | 401  | -48                            |                  | III   | -48                                                |
|                       |                                | IV                                            |                | 898      | 421  | -477                           |                  | IV    | -477                                               |
|                       |                                | Total                                         |                | 1538     | 1043 | -495                           |                  | Total | -495                                               |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |      |                                |                  |       |                                                    |

Organisation : Seven Medical Colleges  
Salimullah, Chittagong, Sylhet, Mymensingh, Rajshahi, Rangpur, Barisal

Ministry : Health and Family Welfare

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |      |                                | PARC's Comment   | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|------|--------------------------------|------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC  | Impact of ARC on Existing Size | Changes from ARC |       |                                                    |
| Not mentioned         |                                | I                                             | Not shown      | 641      | 849  | +208                           |                  | I     | +208                                               |
|                       |                                | II                                            |                | 7        | 7    |                                |                  | II    |                                                    |
|                       |                                | III                                           |                | 329      | 406  | +77                            |                  | III   | +77                                                |
|                       |                                | IV                                            |                | 791      | 812  | +21                            |                  | IV    | +21                                                |
|                       |                                | Total                                         |                | 1768     | 2074 | +306                           |                  | Total | +306                                               |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |      |                                |                  |       |                                                    |

০৫/১১/১৬  
বাংলাদেশ লোক-প্রশাসন প্রশিক্ষণ কেন্দ্র  
জাহাঙ্গীর, ঢাকা

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Organisation : Seven Medical College Hospitals

Ministry : Health and Family Welfare

Salimullah, Chittagong, Sylhet, Mymensingh, Rajshahi, Rangpur, Barisal

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |      |                                |                  | PARC's Comment                          | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|------|--------------------------------|------------------|-----------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC  | Impact of ARC on Existing Size | Changes from ARC |                                         |       |                                                    |
| Not mentioned         |                                | I                                             | Not shown      | 774      | 1295 | +521                           |                  | • Should be accepted for implementation | I     | +521                                               |
|                       |                                | II                                            |                | 25       | 42   | +17                            |                  |                                         | II    | +17                                                |
|                       |                                | III                                           |                | 1872     | 2128 | +256                           |                  |                                         | III   | +256                                               |
|                       |                                | IV                                            |                | 2945     | 2597 | -348                           |                  |                                         | IV    | -348                                               |
|                       |                                | Total                                         |                | 5616     | 6062 | +446                           |                  |                                         | Total | +446                                               |
|                       |                                | IMPLICATION FOR CHANGE: Expansion of manpower |                |          |      |                                |                  |                                         |       |                                                    |

Ministry : Local Government, Rural Development & Cooperatives<sup>42</sup>

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |     |                                |                  | PARC's Comment                                                                                                                                                            | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|-----|--------------------------------|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                           |       |                                                    |
| Not mentioned         |                                | I                                             | 66             | 66       | 43  | -23                            |                  | • In the proposed organogram there is no need for some class I positions of Joint Secreatry, Assistant Secretary etc. Reduction in other classes is mostly consequential. | I     | -23                                                |
|                       |                                | II                                            | 4              | 4        |     | -4                             |                  |                                                                                                                                                                           | II    | -4                                                 |
|                       |                                | III                                           | 125            | 125      | 83  | -42                            |                  |                                                                                                                                                                           | III   | -42                                                |
|                       |                                | IV                                            | 68             | 68       | 45  | -23                            |                  |                                                                                                                                                                           | IV    | -23                                                |
|                       |                                | Total                                         | 263            | 263      | 171 | -92                            |                  |                                                                                                                                                                           | Total | -92                                                |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |     |                                |                  |                                                                                                                                                                           |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide Rural Development &amp; Cooperatives Division Letter no.Sha-4(Pro)/1C-198/99/217 Dated: 22/02/2000

| Rural Development & Cooperatives Division           | Sanctioned Posts |         |         |         | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|---------|---------|----------------|---------|---------|---------|
|                                                     | class-1          | class-2 | class-3 | class-4 | class-1        | class-2 | class-3 | class-4 |
| May be adjusted in the light of PARC recommendation | 19               | 16      | 26      | 20      | 18             | 15      | 24      | 18      |

<sup>42</sup> Includes manpower of two Divisions under this Ministry, i.e. Local Government Division and Rural Development & Cooperatives Division

Organisation : Local Government Engineering Department (LGED) Ministry : Local Government, Rural Development & Cooperatives

| Date of Establishment                                          | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |      |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Class | Cumulative Impact of ARC and PARC on Existing Size |
|----------------------------------------------------------------|--------------------------------|-----------------------------------------------|----------------|----------|------|--------------------------------|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                                                                |                                |                                               | Enam Committee | Existing | ARC  | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |       |                                                    |
| 1992<br>(originated through the Rural Works Programme in 1962) |                                | I                                             | 627            | 627      | 688  | +61                            |                  | <ul style="list-style-type: none"><li>LGED is rated by the World Bank as one of the most successful public organisations [World Bank Concept Paper on National Institutional Review (NIR), 1999]. This organisation is in fact one of the doers in Bangladesh public sector. Its activities have also been increasing. ARC's proposed increase in class I and II will certainly strengthen its capacity to cope with the massive tasks it accomplishes. The organogram is an appropriate one. The inclusion of Sub-Asst Engineers from class III to class II was done through proper assessment.</li></ul> | I     | +61                                                |
|                                                                |                                | II                                            |                |          | 982  | +982                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | II    | +982                                               |
|                                                                |                                | III                                           | 6996           | 6996     | 5270 | -1726                          |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | III   | -1726                                              |
|                                                                |                                | IV                                            | 1925           | 1925     | 1710 | -215                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | IV    | -215                                               |
|                                                                |                                | Total                                         | 9548           | 9548     | 8650 | -898                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Total | -898                                               |
|                                                                |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |      |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |       |                                                    |

ARC Volume # 6

Serial # 5

Organisation : Dhaka Mosquito Control

Ministry : Local Government, Rural Development and co-operatives

| Date of Establishment                      | ARC Proposal on Reorganisation                                      | Class                                                     | Manpower       |          |     |                                |                  | PARC's Comment                         | Class | Cumulative Impact of ARC and PARC on Existing Size |
|--------------------------------------------|---------------------------------------------------------------------|-----------------------------------------------------------|----------------|----------|-----|--------------------------------|------------------|----------------------------------------|-------|----------------------------------------------------|
|                                            |                                                                     |                                                           | Enam Committee | Existing | ARC | Impact of ARC on Existing Size | Changes from ARC |                                        |       |                                                    |
| Not mentioned (Originally created in 1948) | Abolition of the agency and it's merger with Dhaka City Corporotion | I                                                         | 2              | 1        |     |                                |                  | The ARC proposal should be implemented | I     |                                                    |
|                                            |                                                                     | II                                                        |                |          |     |                                |                  |                                        | II    |                                                    |
|                                            |                                                                     | III                                                       | 49             | 31       |     |                                |                  |                                        | III   |                                                    |
|                                            |                                                                     | IV                                                        | 345            | 323      |     |                                |                  |                                        | IV    |                                                    |
|                                            |                                                                     | Total                                                     | 396            | 355      |     |                                |                  |                                        | Total |                                                    |
|                                            |                                                                     | IMPLICATION FOR CHANGE: The department will be abolished. |                |          |     |                                |                  |                                        |       |                                                    |

- To be abolished and merged with Dhaka City Corporation through natural attrition of required manpower in DCC and the remaining manpower in other organisation.

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Serial # 4

Organisation : Department of Public Health Engineering

Ministry : Local Government, Rural Development & Cooperatives (Local Government Division)

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |      |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                     | Class | Cumulative Impact of ARC and PARC on Existing Size |  |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|------|--------------------------------|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|--|
|                       |                                |                                               | Enam Committee | Existing | ARC  | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                    |       |                                                    |  |
| 1947                  |                                | I                                             | 127            | 127      | 255  | +128                           |                  | • ARC's proposal to appoint among others the 33 Sub-divisional Engineers and 80 Assistant Engineers (class I) and 2 Junior Chemists and 2 Health Education Officer in this very important organisation is a thoughtful one. At the same time, reduction of 94 UDAs, 105 Draftsmen and 470 Tubewell Mechanics (class III) and 354 MLSS is also justified in the context of the new organisational set-up proposed by the Committee. | I     | +128                                               |  |
|                       |                                | II                                            | 6              | 4        | 8    | +4                             |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                    | II    | +4                                                 |  |
|                       |                                | III                                           | 3493           | 3490     | 3123 | -367                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                    | III   | -367                                               |  |
|                       |                                | IV                                            | 1107           | 1087     | 733  | -354                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                    | IV    | -354                                               |  |
|                       |                                | Total                                         | 4733           | 4708     | 4119 | -589                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                    | Total | -589                                               |  |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |      |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                    |       |                                                    |  |
|                       |                                |                                               |                |          |      |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                    |       |                                                    |  |

| Date of Establishment | ARC Proposal on Reorganisation | Class                                         | Manpower       |          |      |                                |                  | PARC's Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Class | Cumulative Impact of ARC and PARC on Existing Size |
|-----------------------|--------------------------------|-----------------------------------------------|----------------|----------|------|--------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------|
|                       |                                |                                               | Enam Committee | Existing | ARC  | Impact of ARC on Existing Size | Changes from ARC |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |       |                                                    |
| 1940                  |                                | I                                             | 174            | 125      | 173  | +48                            |                  | <ul style="list-style-type: none"><li>ARC’s proposal for filling in the sanctioned class I positions of Joint Registrar, Deputy Registrar and Research Officer (up to 48) as well as class II positions of Thana Cooperative Officer and Sub-Assistant Registrar (up to 514) is justified in the rural context where BRDB and NGO interventions have raised people's awareness about the benefits of forming cooperatives and community groups for income generation and social development</li></ul> | I     | +48                                                |
|                       |                                | II                                            | 539            | 48       | 562  | +514                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | II    | +514                                               |
|                       |                                | III                                           | 3441           | 3115     | 2251 | -864                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | III   | -864                                               |
|                       |                                | IV                                            | 1153           | 1120     | 936  | -184                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | IV    | -184                                               |
|                       |                                | Total                                         | 5307           | 4408     | 3922 | -486                           |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Total | -486                                               |
|                       |                                | IMPLICATION FOR CHANGE: Reduction of manpower |                |          |      |                                |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |       |                                                    |

PARC's additional comment on up-to date Manpower position stated vide Letter no. 99/97/G-419-A/3 Dated: 29/02/2000

| Directorate of Co-operatives                        | Sanctioned Posts |         |        |         | Existing Posts |         |         |         |
|-----------------------------------------------------|------------------|---------|--------|---------|----------------|---------|---------|---------|
| May be adjusted in the light of PARC recommendation | class-1          | class-2 | class3 | class-4 | class-1        | class-2 | class-3 | class-4 |
|                                                     | 174              | 539     | 2977   | 1181    | 108            | 369     | 2537    | 1110G   |

**Manpower Kationalisation of 231 Organisations (Ministry-wise Summary)**

| Main Power Organisations for 201 Organisations (Ministry wise Summary) |                                                             |                  |                |                      |          |                                  |                       |          |                                  |
|------------------------------------------------------------------------|-------------------------------------------------------------|------------------|----------------|----------------------|----------|----------------------------------|-----------------------|----------|----------------------------------|
| Sl #                                                                   | Name of Organisations                                       | Sanctioned Posts | Existing Posts | ARC's Recommendation |          |                                  | PARC's Recommendation |          |                                  |
|                                                                        |                                                             |                  |                | Increase             | Decrease | Net change from Existing (+)/(-) | Increase              | Decrease | Net change from Existing (+)/(-) |
| President's Secretariat                                                |                                                             |                  |                |                      |          |                                  |                       |          |                                  |
| 1)                                                                     | Public and Personnel Division                               | 286              | Not shown      | 0                    | 31       | -31                              | 0                     | 31       | -31                              |
| Prime Minister's Office                                                |                                                             |                  |                |                      |          |                                  |                       |          |                                  |
| 2)                                                                     | Prime Minister's Office                                     | 418              | 287            | 99                   | 0        | 99                               | 99                    | 1        | 98                               |
| 3)                                                                     | NGO Affairs Bureau                                          | 66               | 61             | 2                    | 3        | -1                               | 2                     | 4        | -2                               |
| 4)                                                                     | Board of Investment                                         | 401              | 401            | 35                   | 128      | -93                              | 35                    | 136      | -101                             |
| 5)                                                                     | Special Security Force                                      | 119              | 119            | 35                   | 0        | 35                               | 35                    | 0        | 35                               |
| 6)                                                                     | Anti-Corruption Bureau                                      | 1231             | 1231           | 0                    | 0        | 0                                | 0                     | 0        | 0                                |
| 7)                                                                     | Military Command and Staff College                          | 480              | 460            | 20                   | 0        | 20                               | 20                    | 0        | 20                               |
| 8)                                                                     | Office of the Director General, Defence Procurement         | 140              | 140            | 0                    | 0        | 0                                | 0                     | 0        | 0                                |
| 9)                                                                     | Directorate of Operation and Planning                       | 272              | 272            | 0                    | 0        | 0                                | 0                     | 0        | 0                                |
| 10)                                                                    | Bangladesh Armed Services Board                             | 164              | 119            | 14                   | 14       | 0                                | 14                    | 14       | 0                                |
| Cabinet Division                                                       |                                                             |                  |                |                      |          |                                  |                       |          |                                  |
| 11)                                                                    | Cabinet Division                                            | 158              | 152            | 5                    | 1        | 4                                | 5                     | 1        | 4                                |
| 12)                                                                    | Directorate of Criminal and Civil Prosecution               | Not shown        | 0              | 624                  | 0        | 624                              | 0                     | 624      | - 624                            |
| Election Commission Secretariat                                        |                                                             |                  |                |                      |          |                                  |                       |          |                                  |
| 13)                                                                    | A) Election Commission Secretariat (Central Office)         | 158              | 150            | 0                    | 20       | -20                              | 0                     | 20       | -20                              |
|                                                                        | B) Election Commission Secretariat (Field Office)           | 547              | 514            | 68                   | 0        | 68                               | 68                    | 0        | 68                               |
| Parliament Secretariat (Shown with M/O Law)                            |                                                             |                  |                |                      |          |                                  |                       |          |                                  |
| Bangladesh Public Service Commission Secretariat                       |                                                             |                  |                |                      |          |                                  |                       |          |                                  |
| 14)                                                                    | Bangladesh Public Service Commission Secretariat (BPSC)     | 294              | 290            | 68                   | 0        | 68                               | 68                    | 0        | 68                               |
| 1) Ministry of Establishment                                           |                                                             |                  |                |                      |          |                                  |                       |          |                                  |
| 15)                                                                    | Ministry of Establishment                                   | 448              | 408            | 0                    | 116      | -116                             | 0                     | 116      | -116                             |
| 16)                                                                    | Organisation & Management Wing                              | 66               | 52             | 40                   | 0        | 40                               | 0                     | 0        | 0                                |
| 17)                                                                    | BCS (Admn.) Academy                                         | 107              | 107            | 5                    | 0        | 5                                | 5                     | 3        | 2                                |
| 18)                                                                    | Office of the Zilla Gazetteers                              | 31               | 30             | 10                   | 0        | 10                               | 10                    | 0        | 10                               |
| 19)                                                                    | Directorate of Government Transportation                    | 1778             | 1649           | 0                    | 1010     | -1010                            | 0                     | 1010     | -1010                            |
| 20)                                                                    | Department of Printing, Stationary and Forms                | 2345             | 1978           | 6                    | 279      | -273                             | 6                     | 279      | -273                             |
| 21)                                                                    | Government Employees Welfare Directorate                    | 159              | 147            | 3                    | 0        | 3                                | 3                     | 0        | 3                                |
| 22)                                                                    | Office of the Divisional Commissioner                       | 510              | 510            | 16                   | 134      | -118                             | 16                    | 134      | -118                             |
| 23)                                                                    | A) Office of the Deputy Commissioner (7 Special Districts)  | 1911             | Not shown      | 0                    | 245      | -245                             | 0                     | 245      | -245                             |
|                                                                        | B) Office of the Deputy Commissioner (15 Districts)         | 4095             | Not shown      | 0                    | 645      | -645                             | 0                     | 645      | -645                             |
|                                                                        | C) Office of the Deputy Commissioner (28 Districts)         | 4816             | Not shown      | 0                    | 476      | -476                             | 0                     | 476      | -476                             |
|                                                                        | D) Office of the Deputy Commissioner (14 Special Districts) | 1680             | Not shown      | 0                    | 56       | -56                              | 0                     | 56       | -56                              |

|                               |                                                              |           |           |     |     |      |     |     |      |
|-------------------------------|--------------------------------------------------------------|-----------|-----------|-----|-----|------|-----|-----|------|
| <b>2) Ministry of Finance</b> |                                                              |           |           |     |     |      |     |     |      |
| 24)                           | Ministry of Finance (Finance Div)                            | 560       | Not shown | 0   | 251 | -251 | 0   | 251 | -251 |
| 25)                           | Internal Resources                                           | 38        | 36        | 0   | 1   | -1   | 0   | 1   | -1   |
| 26)                           | National Board of Revenue                                    | 415       | 367       | 25  | 46  | -21  | 25  | 46  | -21  |
| 27)                           | Collector of Customs (Customs House) Dhaka                   | 635       | 530       | 35  | 36  | -1   | 35  | 36  | -1   |
| 28)                           | Collector of Customs, Excise and VAT, Dhaka (North)          | 1011      | 652       | 92  | 4   | 88   | 92  | 4   | 88   |
| 29)                           | Collector of Customs, Excise and VAT, Dhaka (South)          | 1070      | 650       | 53  | 0   | 53   | 53  | 0   | 53   |
| 30)                           | Collectorate of Customs (Customs House), Chittagong          | 1024      | 944       | 100 | 23  | 77   | 100 | 23  | 77   |
| 31)                           | Collectorate of Customs, Excise and VAT, Chittagong          | 1320      | 1169      | 37  | 110 | -73  | 37  | 110 | -73  |
| 32)                           | Collectorate of Customs, Excise and VAT (Appeal), Chittagong | 69        | 50        | 6   | 0   | 6    | 5   | 5   | 0    |
| 33)                           | Office of the Controller of Customs Valuation, Chittagong    | 66        | 58        | 14  | 3   | 11   | 14  | 3   | 11   |
| 34)                           | Revenue Management Academy, Chittagong                       | 133       | 98        | 18  | 2   | 16   | 18  | 2   | 16   |
| 35)                           | Collectorate of Customs, Excise and VAT, Khulna              | 793       | 653       | 76  | 12  | 64   | 76  | 12  | 64   |
| 36)                           | Collectorate of Customs, Excise and VAT, Bogra               | 909       | 649       | 209 | 16  | 193  | 209 | 16  | 193  |
| 37)                           | Collector of Customs, Excise and VAT, Jessore                | 640       | 551       | 99  | 0   | 99   | 99  | 0   | 99   |
| 38)                           | Office of the Tax Commissioner (Survey)                      | 216       | 171       | 72  | 10  | 62   | 72  | 10  | 62   |
| 39)                           | Tax Appeal Tribunal                                          | 111       | 68        | 33  | 0   | 33   | 33  | 0   | 33   |
| 40)                           | Turnover Tax Assessment Commission                           | Not shown | 0         | 46  | 0   | 46   | 46  | 0   | 46   |
| 41)                           | Tax Settlement Commission                                    | Not shown | 0         | 43  | 0   | 43   | 43  | 0   | 43   |
| 42)                           | 1) Tax Commissioner's Office, Tax Zone-1, Dhaka              | 351       | 319       | 79  | 0   | 79   | 79  | 0   | 79   |
|                               | 2) Tax Commissioner's Office, Tax Zone-2, Dhaka              | 351       | 326       | 69  | 0   | 69   | 69  | 0   | 69   |
|                               | 3) Tax Commissioner's Office, Tax Zone-3, Dhaka              | 351       | 312       | 118 | 0   | 118  | 118 | 0   | 118  |
|                               | 4) Tax Commissioner's Office, Tax Zone-4, Dhaka              | 350       | 316       | 81  | 0   | 81   | 81  | 0   | 81   |
|                               | 5) Tax Commissioner's Office, Tax Zone-5, Dhaka              | 346       | 313       | 79  | 0   | 79   | 79  | 0   | 79   |
|                               | 6) Tax Commissioner's Office, Tax Zone-6, Dhaka              | 346       | 312       | 67  | 0   | 67   | 67  | 0   | 67   |
| 43)                           | Commissioner of Taxes (Appeal), Tax Appeal Zone, Dhaka-1     | 72        | 56        | 2   | 7   | -5   | 2   | 7   | -5   |
| 44)                           | Commissioner of Taxes (Appeal), Tax Appeal Zone, Dhaka-2     | 72        | 50        | 7   | 6   | 1    | 7   | 6   | 1    |
| 45)                           | Commissioner of Taxes (Appeal), Tax Appeal Zone, Dhaka-3     | 72        | 59        | 3   | 11  | -8   | 3   | 11  | -8   |
| 46)                           | Office of the Taxes Commissioner (Tax Zone-1, Chittagong)    | 361       | 331       | 14  | 56  | -42  | 14  | 56  | -42  |
| 47)                           | Office of the Taxes Commissioner (Tax Zone-2, Chittagong)    | 345       | 335       | 9   | 26  | -17  | 9   | 26  | -17  |
| 48)                           | Office of the Taxes Commissioner (Tax Zone-3, Chittagong)    | 346       | 303       | 23  | 33  | -10  | 23  | 33  | -10  |
| 49)                           | Commissioner of Taxes (Appeal), Tax Appeal Zone, Chittagong  | 72        | 62        | 3   | 14  | -11  | 3   | 14  | -11  |
| 50)                           | Tax Commissioner's Office, Tax Zone, Rajshahi                | 361       | 337       | 14  | 59  | -45  | 14  | 59  | -45  |
| 51)                           | Office of the Taxes Commissioner (Tax Zone-Khulna)           | 367       | 316       | 37  | 6   | 31   | 37  | 6   | 31   |
| 52)                           | Commissioner of Taxes (Appeal), Tax Appeal Zone, Khulna      | 72        | 42        | 11  | 2   | 9    | 11  | 2   | 9    |
| 53)                           | Directorate of Inspection Audit (Customs, Excise and VAT)    | 38        | 32        | 42  | 0   | 42   | 42  | 3   | 39   |
| 54)                           | Customs, Excise And VAT Appeal Tribunal                      | Not shown | 0         | 32  | 0   | 32   | 32  | 0   | 32   |
| 55)                           | Directorate of Customs Intelligence and Investigation        | 239       | 233       | 17  | 8   | 9    | 17  | 8   | 9    |

|     |                                                                                                                                                            |      |     |      |     |      |      |     |      |
|-----|------------------------------------------------------------------------------------------------------------------------------------------------------------|------|-----|------|-----|------|------|-----|------|
| 56) | Directorate of Tax Exemption & Rebate                                                                                                                      | 45   | 33  | 21   | 0   | 21   | 21   | 0   | 21   |
| 57) | Directorate of Complaints (Investigation)                                                                                                                  | 38   | 38  | 0    | 0   | 0    | 0    | 0   | 0    |
| 58) | Directorate of National Savings                                                                                                                            | 407  | 365 | 0    | 93  | -93  | 0    | 93  | -93  |
| 59) | Department of Tax Intelligence and Internal Audit                                                                                                          | 187  | 158 | 0    | 88  | -88  | 0    | 88  | -88  |
| 60) | Office of the Comptroller and Auditor General                                                                                                              | 197  | 182 | 41   | 16  | 25   | 41   | 16  | 25   |
| 61) | Department of Civil Accounts Audit                                                                                                                         | 314  | 256 | 78   | 0   | 78   | 78   | 0   | 78   |
| 62) | Office of the Director, Commercial Audit                                                                                                                   | 1049 | 984 | 0    | 531 | -531 | 0    | 531 | -531 |
| 63) | Directorate of Local and Revenue Audit                                                                                                                     | 615  | 512 | 34   | 80  | -46  | 34   | 80  | -46  |
| 64) | Office of the Mission Audit                                                                                                                                | 40   | 26  | 5    | 2   | 3    | 5    | 2   | 3    |
| 65) | Office of the Director, Railway Audit                                                                                                                      | 209  | 193 | 40   | 0   | 40   | 40   | 0   | 40   |
| 66) | Office of the Accountant General (Works)                                                                                                                   | 361  | 328 | 8    | 77  | -69  | 8    | 77  | -69  |
| 67) | Directorate of Audit, Defence Services                                                                                                                     | 190  | 170 | 30   | 2   | 28   | 30   | 2   | 28   |
| 68) | Directorate of Audit, Foreign Aided Projects                                                                                                               | 296  | 254 | 19   | 30  | -11  | 19   | 33  | -14  |
| 69) | Office of the Director General, Post, Telegraph & Telephone Accounts                                                                                       | 297  | 284 | 49   | 17  | 32   | 49   | 17  | 32   |
| 70) | Audit and Accounts Training Academy                                                                                                                        | 36   | 35  | 28   | 0   | 28   | 28   | 0   | 28   |
| 71) | (a) Office of the Chief Controller of Accounts                                                                                                             | 411  | 400 | 12   | 144 | -132 | 12   | 144 | -132 |
|     | (b) Division and District based 14 Regional Accounts Offices                                                                                               | 0    | 0   | 1400 | 0   | 1400 | 1400 | 0   | 1400 |
|     | (c) Office of the Joint Chief Controller of Accounts (M/O Establishment, Defence, Cabinet Division, PSC )                                                  | 83   | 78  | 3    | 0   | 3    | 3    | 0   | 3    |
|     | (d) Office of the Joint Chief Controller of Accounts (M/O Health )                                                                                         | 104  | 101 | 5    | 0   | 5    | 5    | 0   | 5    |
|     | (e) Office of the Joint Chief Controller of Accounts(PMO, Parliament and President's Secretariat)                                                          | 119  | 112 | 0    | 52  | -52  | 0    | 52  | -52  |
|     | (f) Office of the Joint Chief Controller of Accounts (M/O Home Affairs)                                                                                    | 114  | 110 | 4    | 2   | 2    | 4    | 2   | 2    |
|     | (g) Office of the Deputy Chief Controller of Accounts (M/O Agriculture and Food)                                                                           | 90   | 83  | 2    | 9   | -7   | 2    | 9   | -7   |
|     | (h) Office of the Additional Chief Controller of Accounts (M/O Communications)                                                                             | 846  | 712 | 1    | 369 | -368 | 1    | 369 | -368 |
|     | (i) Office of the Deputy Chief Controller of Accounts (M/O Energy & Mineral Resources and Fisheries & Livestock)                                           | 84   | 75  | 1    | 8   | -7   | 1    | 8   | -7   |
|     | (j) Office of the Deputy Chief Controller of Accounts (M/O Information)                                                                                    | 77   | 72  | 1    | 10  | -9   | 1    | 10  | -9   |
|     | (k) Office of the Deputy Chief Controller of Accounts (M/O LGRD & Co-operatives)                                                                           | 66   | 63  | 1    | 12  | -11  | 1    | 12  | -11  |
|     | (l) Office of the Deputy Chief Controller of Accounts (M/O Industries and Commerce)                                                                        | 62   | 62  | 1    | 2   | -4   | 1    | 2   | -4   |
|     | (m) Office of the Joint Chief Controller of Accounts (M/O Foreign Affairs)                                                                                 | 135  | 95  | 0    | 17  | -17  | 0    | 17  | -17  |
|     | (n) Office of the Joint Chief Controller of Accounts (M/O Education & Science, Primary and Mass Education Division, Ministry of Youth, Sports and Culture) | 105  | 100 | 4    | 0   | 4    | 4    | 0   | 4    |
|     | (o) Office of the Joint Chief Controller of Accounts (M/O Communications)                                                                                  | 105  | 95  | 0    | 33  | -33  | 0    | 33  | -33  |
|     | (p) Office of the Joint Chief Controller of Accounts (M/O Works)                                                                                           | 135  | 123 | 0    | 34  | -34  | 0    | 34  | -34  |
|     | (q) Office of the Deputy Chief Controller of Accounts (M/O Law, Supreme Court Secretariat and Election Commission Secretariat)                             | 0    | 0   | 49   | 0   | 49   | 49   | 0   | 49   |
|     | (r) Office of the Joint Chief Controller of Accounts (M/O Land, Forest, Environment and Water Resources)                                                   | 61   | 57  | 2    | 1   | 1    | 2    | 1   | 1    |

|                                                                                   |                                                                                                     |           |       |     |      |       |     |      |       |
|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|-----------|-------|-----|------|-------|-----|------|-------|
|                                                                                   | (s) Office of the Deputy Chief Controller of Accounts (M/O Labour & Manpower and Religious Affairs) | 84        | 78    | 1   | 20   | -19   | 1   | 20   | -19   |
|                                                                                   | (t) Office of the Deputy Chief Controller of Accounts (M/O Woman, Family and Social Welfare)        | 0         | 0     | 51  | 0    | 51    | 51  | 0    | 51    |
| 72)                                                                               | Economic Relations Division                                                                         | 435       | 435   | 1   | 114  | -113  | 1   | 114  | -113  |
| <b>3) Ministry of Law, Justice &amp; Parliamentary Affairs</b>                    |                                                                                                     |           |       |     |      |       |     |      |       |
| 73)                                                                               | Ministry of Law                                                                                     | 249       | 216   | 0   | 87   | -87   | 0   | 87   | -87   |
| 74)                                                                               | Office of the official Receiver & official Trustee                                                  | 21        | 21    | 5   | 0    | 5     | 5   | 1    | 4     |
| 75)                                                                               | Administrative Tribunal                                                                             | 22        | 21    | 7   | 0    | 7     | 7   | 0    | 7     |
| 76)                                                                               | Directorate of Law Translation                                                                      | Not shown | 0     | 16  | 0    | 16    | 0   | 16   | -16   |
| 77)                                                                               | Office of the Attorney General of Bangladesh                                                        | 106       | 99    | 22  | 0    | 22    | 22  | 0    | 22    |
| 78)                                                                               | Registration Directorate                                                                            | 2829      | 2647  | 605 | 0    | 605   | 605 | 0    | 605   |
| 79)                                                                               | Supreme Court Secretariat                                                                           | 0         | 0     | 37  | 0    | 37    | 37  | 0    | 37    |
| 80)                                                                               | Administrative Appellate Tribunal                                                                   | 9         | 16    | 1   | 0    | 1     | 1   | 0    | 1     |
| 81)                                                                               | Office of the Registrar                                                                             | 1172      | 1001  | 169 | 1    | 168   | 169 | 1    | 168   |
| 82)                                                                               | Judgeship                                                                                           | 6782      | 6630  | 0   | 2447 | -2447 | 0   | 2447 | -2447 |
| 83)                                                                               | Office of the Ombudsman                                                                             | 0         | 0     | 169 | 0    | 169   | 169 | 0    | 169   |
| <b>4) Ministry of Agriculture</b>                                                 |                                                                                                     |           |       |     |      |       |     |      |       |
| 84)                                                                               | Agriculture Division                                                                                | 232       | 210   | 10  | 29   | -19   | 10  | 30   | -20   |
| 85)                                                                               | Agricultural Information Service                                                                    | 204       | 180   | 1   | 63   | -62   | 1   | 69   | -68   |
| 86)                                                                               | Cotton Development Board                                                                            | 793       | 662   | 29  | 88   | -59   | 29  | 88   | -59   |
| 87)                                                                               | Soil Resource Development Institute                                                                 | 467       | 437   | 8   | 4    | 4     | 8   | 4    | 4     |
| 88)                                                                               | Seed Certification Agency                                                                           | 204       | 195   | 6   | 0    | 6     | 6   | 0    | 6     |
| 89)                                                                               | Directorate of Agricultural Marketing                                                               | 478       | 437   | 0   | 74   | -74   | 0   | 74   | -74   |
| 90)                                                                               | Department of Agricultural Extension                                                                | 24047     | 22075 | 0   | 9346 | -9346 | 0   | 9412 | -9412 |
| <b>5) Ministry of Food (Shown with M/O Agriculture)</b>                           |                                                                                                     |           |       |     |      |       |     |      |       |
| 91)                                                                               | Department of Food                                                                                  | 13609     | 8754  | 927 | 203  | 724   | 927 | 208  | 719   |
| <b>6) Ministry of Post and Telecommunications</b>                                 |                                                                                                     |           |       |     |      |       |     |      |       |
| 92)                                                                               | A) Postal Department                                                                                | 16913     | 16606 | 185 | 200  | -15   | 185 | 200  | -15   |
|                                                                                   | B) Office of the DG, P.L.I. Postal Academy and Postal Press                                         | 1160      | 980   | 49  | 0    | 49    | 49  | 0    | 49    |
|                                                                                   | C) Office of the Post Master General (PMG), Dhaka                                                   | 5140      | 5072  | 26  | 275  | -249  | 26  | 275  | -249  |
|                                                                                   | D) Office of the Post Master General (PMG), Chittagong                                              | 4238      | 4319  | 28  | 263  | -235  | 28  | 263  | -235  |
|                                                                                   | E) Office of the Post Master General (PMG), Rajshahi                                                | 2531      | 2610  | 101 | 29   | 72    | 101 | 29   | 72    |
|                                                                                   | F) Office of the Post Master General (PMG), Khulna                                                  | 3844      | 3623  | 350 | 0    | 350   | 350 | 0    | 350   |
| 93)                                                                               | Bangladesh T & T Board                                                                              | 18487     | 17521 | 595 | 111  | 484   | 595 | 112  | 483   |
| <b>7) Ministry of Information</b>                                                 |                                                                                                     |           |       |     |      |       |     |      |       |
| 94)                                                                               | Ministry of Information                                                                             | 164       | 162   | 0   | 23   | -23   | 0   | 23   | -23   |
| 95)                                                                               | Bangladesh Film Censor Board                                                                        | 28        | 34    | 0   | 0    | 0     | 0   | 13   | -13   |
| 96)                                                                               | National Mass Communication Institute                                                               | 107       | 72    | 0   | 18   | -18   | 0   | 18   | -18   |
| 97)                                                                               | Department of Information and Mass Communication                                                    | 1395      | 1123  | 40  | 414  | -374  | 40  | 430  | -390  |
| 98)                                                                               | Department of Films and Publications                                                                | 381       | 329   | 3   | 61   | -58   | 3   | 61   | -58   |
| 99)                                                                               | Bangladesh BETAR                                                                                    | 2625      | 2216  | 25  | 631  | -606  | 25  | 631  | -606  |
| 100)                                                                              | Bangladesh Television                                                                               | 1520      | 1263  | 86  | 325  | -239  | 86  | 325  | -239  |
| <b>8) Ministry of Disaster Management and Relief (Shown with M/O Agriculture)</b> |                                                                                                     |           |       |     |      |       |     |      |       |
| 101)                                                                              | Food, Disaster Management and Relief Division                                                       | 395       | 339   | 0   | 83   | -83   | 0   | 83   | -83   |
| 102)                                                                              | Directorate of Relief and Rehabilitation                                                            | 1749      | 1707  | 0   | 149  | -149  | 0   | 1199 | -1199 |
| 103)                                                                              | Bureau of Disaster Management                                                                       | 50        | 50    | 3   | 4    | -1    | 3   | 4    | -1    |
| <b>9) Ministry of Religious Affairs</b>                                           |                                                                                                     |           |       |     |      |       |     |      |       |
| 104)                                                                              | Ministry of Religious Affairs                                                                       | 73        | 73    | 0   | 2    | -2    | 0   | 2    | -2    |

|                                                                               |                                                           |       |           |      |      |       |      |      |       |
|-------------------------------------------------------------------------------|-----------------------------------------------------------|-------|-----------|------|------|-------|------|------|-------|
| 105)                                                                          | Hajj Office                                               | 18    | 17        | 0    | 1    | -1    | 0    | 1    | -1    |
| 106)                                                                          | Hajj Wing, Jeddah, KSA                                    | 9     | 9         | 0    | 0    | 0     | 0    | 0    | 0     |
| <b>10) Ministry of Shipping (Shown with M/O Transportation in Sl no. 170)</b> |                                                           |       |           |      |      |       |      |      |       |
| 107)                                                                          | Department of Shipping                                    | 122   | 107       | 0    | 61   | -61   | 0    | 61   | -61   |
| 108)                                                                          | Directorate of Inland Water Transport                     | 76    | 48        | 6    | 8    | -2    | 0    | 14   | -14   |
| 109)                                                                          | Mercantile Marine Department                              | 46    | 33        | 15   | 0    | 15    | 15   | 0    | 15    |
| 110)                                                                          | Seaman's Training Centre                                  | 23    | 23        | 1    | 0    | 1     | 1    | 0    | 1     |
| 111)                                                                          | Directorate of Seaman's and Immigration Welfare           | 42    | 41        | 0    | 19   | -19   | 0    | 19   | -19   |
| 112)                                                                          | Government Shipping Office                                | 32    | 31        | 2    | 14   | -12   | 2    | 14   | -12   |
| 113)                                                                          | Marine Academy                                            | 190   | 187       | 4    | 36   | -32   | 7    | 36   | -29   |
| <b>11) Ministry of Foreign Affairs</b>                                        |                                                           |       |           |      |      |       |      |      |       |
| 114)                                                                          | A) Ministry of Foreign Affairs                            | 498   | Not shown | 0    | 178  | -178  | 0    | 180  | -180  |
|                                                                               | B) Diplomatic Missions Abroad                             | 1079  | Not shown | 46   | 260  | -214  | 46   | 260  | -214  |
| <b>12) Ministry of Planning (Shown with M/O Finance)</b>                      |                                                           |       |           |      |      |       |      |      |       |
| 115)                                                                          | National Planning Organisation                            | 647   | 590       | 0    | 241  | -241  | 0    | 241  | -241  |
| 116)                                                                          | Implementation, Monitoring and Evaluation                 | 153   | 140       | 48   | 7    | 41    | 48   | 7    | 41    |
| 117)                                                                          | Bangladesh Bureau of Statistics                           | 3783  | 3564      | 147  | 135  | 12    | 147  | 135  | 12    |
| <b>13) Ministry of Environment and Forest</b>                                 |                                                           |       |           |      |      |       |      |      |       |
| 118)                                                                          | Ministry of Land, Forest, Environment and Water Resources | 277   | 265       | 5    | 28   | -23   | 5    | 28   | -23   |
| 119)                                                                          | Department of Environment                                 | 173   | 79        | 171  | 0    | 171   | 171  | 9    | 162   |
| 120)                                                                          | Forest Department                                         | 7382  | 7382      | 0    | 0    | 0     | 0    | 8    | -8    |
| 121)                                                                          | Bangladesh Forest Research Institute                      | 841   | 681       | 0    | 403  | -403  | 0    | 403  | -403  |
| <b>14) Ministry of Defence</b>                                                |                                                           |       |           |      |      |       |      |      |       |
| 122)                                                                          | Ministry of Defence                                       | 150   | 146       | 0    | 21   | -21   | 0    | 21   | -21   |
| 123)                                                                          | Department of Cipher                                      | 39    | 38        | 4    | 0    | 4     | 4    | 2    | 2     |
| 124)                                                                          | Directorate of Military Lands and Cantonments             | 121   | 121       | 1    | 8    | -7    | 1    | 8    | -7    |
| 125)                                                                          | Survey of Bangladesh                                      | 893   | 723       | 116  | 0    | 116   | 116  | 0    | 116   |
| 126)                                                                          | Bangladesh National Cadet Core (BNCC)                     | 14546 | 16840     | 375  | 2669 | -2294 | 375  | 2669 | -2294 |
| 127)                                                                          | Office of the Chief Administrative Officer                | 62    | 0         | 1    | 7    | -6    | 1    | 7    | -6    |
| 128)                                                                          | Defence Finance Department                                | 1886  | 1770      | 252  | 0    | 252   | 252  | 0    | 252   |
| 129)                                                                          | Bangladesh Meteorological Department                      | 1059  | 857       | 169  | 1    | 168   | 169  | 1    | 168   |
| 130)                                                                          | Director General of Military Health Services              | 594   | 594       | 0    | 0    | 0     | 0    | 0    | 0     |
| <b>15) Ministry of Jute (Shown with M/O Industries)</b>                       |                                                           |       |           |      |      |       |      |      |       |
| 131)                                                                          | Department of Jute                                        | 771   | 665       | 23   | 266  | -243  | 23   | 266  | -243  |
| 132)                                                                          | Jute and Textile Division                                 | 173   | 173       | 0    | 70   | -70   | 0    | 70   | -70   |
| <b>16) Ministry of Textile (Shown with M/O Industries)</b>                    |                                                           |       |           |      |      |       |      |      |       |
| 133)                                                                          | Department of Textile                                     | 438   | 438       | 0    | 0    | 0     | 0    | 0    | 0     |
| <b>17) Ministry of Housing &amp; Public works</b>                             |                                                           |       |           |      |      |       |      |      |       |
| 134)                                                                          | Ministry of Public Works                                  | 111   | 106       | 1    | 12   | -11   | 1    | 12   | -11   |
| 135)                                                                          | Department of Architect                                   | 277   | 203       | 54   | 0    | 54    | 54   | 30   | 24    |
| 136)                                                                          | Public Works Department (PWD)                             | 5740  | 5697      | 1009 | 915  | 94    | 1009 | 917  | 92    |
| 137)                                                                          | Office of the Commissioner, Settlement                    | 223   | 223       | 0    | 0    | 0     | 0    | 0    | 0     |
| 138)                                                                          | Urban Development Directorate                             | 216   | 136       | 43   | 0    | 43    | 43   | 5    | 38    |
| 139)                                                                          | Directorate of Government Accommodation                   | 463   | 403       | 18   | 191  | -173  | 18   | 191  | -173  |
| 140)                                                                          | Directorate of Internal Audit                             | 60    | 60        | 0    | 0    | 0     | 0    | 0    | 0     |
| <b>18) Ministry of Commerce(Shown with M/O Industries)</b>                    |                                                           |       |           |      |      |       |      |      |       |
| 141)                                                                          | Department of Supply & Inspection                         | 416   | 327       | 0    | 322  | -322  | 0    | 322  | -322  |
| 142)                                                                          | Registrar of Joint stock Companies & Firms                | 39    | 37        | 18   | 0    | 18    | 18   | 0    | 18    |
| 143)                                                                          | Chief Controller of Import & Export                       | 287   | 319       | 0    | 288  | -288  | 0    | 294  | -294  |
| 144)                                                                          | Department of Insurance                                   | 23    | 33        | 27   | 0    | 27    | 27   | 0    | 27    |
| 145)                                                                          | Directorate of Coal                                       | 0     | 0         | 0    | 0    | 0     | 0    | 0    | 0     |
| 146)                                                                          | Department of Agricultural Marketing and Grading          | 34    | 53        | 0    | 13   | -13   | 0    | 13   | -13   |

| 19) Ministry of Power, Energy & Mineral Resources                            |                                                                     |       |           |      |     |      |      |     |      |
|------------------------------------------------------------------------------|---------------------------------------------------------------------|-------|-----------|------|-----|------|------|-----|------|
| 147)                                                                         | Ministry of Energy and Mineral Resources                            | 141   | 141       | 0    | 8   | -8   | 0    | 8   | -8   |
| 148)                                                                         | Directorate of Mineral Development                                  | 8     | 8         | 18   | 0   | 18   | 18   | 0   | 18   |
| 149)                                                                         | Department of Explosives                                            | 51    | 50        | 20   | 0   | 20   | 20   | 0   | 20   |
| 150)                                                                         | Office of Electrical Adviser And Chief Electrical Inspector         | 75    | 70        | 80   | 0   | 80   | 78   | 0   | 78   |
| 151)                                                                         | Department of Geological Survey                                     | 644   | 507       | 26   | 13  | 13   | 26   | 17  | 9    |
| 20) Ministry of Chittagong Hill Tracts Affairs (Shown with M/O Home Affairs) |                                                                     |       |           |      |     |      |      |     |      |
| 21) Ministry of Civil Aviation & Tourism (Shown with M/O Communication)      |                                                                     |       |           |      |     |      |      |     |      |
| 22) Ministry of Land (Shown with M/O Environment and Forest)                 |                                                                     |       |           |      |     |      |      |     |      |
| 152)                                                                         | Board of Land Administration                                        | 133   | 130       | 0    | 25  | -25  | 0    | 25  | -25  |
| 153)                                                                         | Directorate of Land Records and Survey                              | 5949  | 4534      | 2670 | 7   | 2663 | 2670 | 7   | 2663 |
| 154)                                                                         | Land Administration Training Centre                                 | 28    | 28        | 24   | 0   | 24   | 24   | 0   | 24   |
| 155)                                                                         | Office of the Controller of Accounts (Land)                         | 255   | 233       | 1    | 30  | -29  | 1    | 30  | -29  |
| 23) Ministry of Women & Children Affairs                                     |                                                                     |       |           |      |     |      |      |     |      |
| 156)                                                                         | Ministry of Women, Family and Social Welfare                        | 197   | Not shown | 2    | 60  | -58  | 2    | 60  | -58  |
| 157)                                                                         | Department of Women's Affairs                                       | 1016  | 972       | 46   | 18  | 28   | 826  | 154 | 672  |
| 24) Ministry of Fisheries and Livestock                                      |                                                                     |       |           |      |     |      |      |     |      |
| 158)                                                                         | Ministry of Fisheries and Livestock                                 | 101   | 101       | 0    | 6   | -6   | 0    | 6   | -6   |
| 159)                                                                         | Office of the Fisheries, Livestock Information                      | 110   | 72        | 41   | 0   | 41   | 41   | 14  | 27   |
| 160)                                                                         | Department of Fisheries                                             | 3949  | 3807      | 596  | 257 | 339  | 596  | 269 | 327  |
| 161)                                                                         | Department of Animal Husbandry                                      | 8289  | 7980      | 612  | 1   | 611  | 612  | 3   | 609  |
| 25) Ministry of Youth & Sports                                               |                                                                     |       |           |      |     |      |      |     |      |
| 162)                                                                         | Ministry of Youth, Sports and Culture                               | 139   | 102       | 17   | 19  | -2   | 17   | 19  | -2   |
| 163)                                                                         | Directorate of Sports                                               | 233   | 296       | 12   | 0   | 12   | 12   | 0   | 12   |
| 164)                                                                         | Department of Youth Development                                     | 186   | 159       | 27   | 5   | 22   | 27   | 5   | 22   |
| 26) Ministry of Communication                                                |                                                                     |       |           |      |     |      |      |     |      |
| 165)                                                                         | Ministry of Communications                                          | 274   | 274       | 0    | 133 | -133 | 0    | 133 | -133 |
| 166)                                                                         | Roads and Highways Department                                       | 9238  | 8300      | 810  | 0   | 810  | 810  | 9   | 801  |
| 167)                                                                         | Bangladesh Road Transport Authority (BRTA)                          | 291   | 261       | 157  | 0   | 157  | 157  | 2   | 155  |
| 168)                                                                         | Railway Division                                                    | 45000 | 0         | 0    | 0   | 0    | 0    | 0   | 0    |
| 169)                                                                         | Office of the Public Railway Inspector                              | 9     | 9         | 2    | 0   | 2    | 2    | 0   | 2    |
| 170)                                                                         | Ministry of Transportation                                          | 251   | 251       | 0    | 106 | -106 | 0    | 106 | -106 |
| 171)                                                                         | Directorate of Hotel Registration                                   | 6     | 6         | 11   | 0   | 11   | 11   | 0   | 11   |
| 27) Ministry of Industries (Shown in Sl. no 172)                             |                                                                     |       |           |      |     |      |      |     |      |
| 172)                                                                         | Industries and Commerce Division                                    | 443   | 443       | 0    | 236 | -236 | 0    | 236 | -236 |
| 173)                                                                         | 1) Department of Patent, Design, Trade Mark<br>2) Copyright Office  | 97    | 91        | 0    | 36  | -36  | 0    | 36  | -36  |
| 174)                                                                         | Office of the Chief Inspector of Boilers                            | 16    | 18        | 9    | 0   | 9    | 16   | 0   | 16   |
| 175)                                                                         | National Productivity Organisation                                  | 71    | 61        | 8    | 0   | 8    | 8    | 0   | 8    |
| 28) Ministry of Education                                                    |                                                                     |       |           |      |     |      |      |     |      |
| 176)                                                                         | Ministry of Education and Science                                   | 298   | 298       | 0    | 78  | -78  | 0    | 78  | -78  |
| 177)                                                                         | National Education Board                                            | 1203  | 1203      | 0    | 472 | -472 | 0    | 472 | -472 |
| 178)                                                                         | Directorate of Madrasa Education                                    | 0     | 632       | 632  | 0   | 632  | 0    | 632 | -632 |
| 179)                                                                         | Directorate of Secondary Education                                  | 0     | 0         | 615  | 0   | 615  | 0    | 615 | -615 |
| 180)                                                                         | Directorate of Higher Secondary Education                           | 0     | 193       | 193  | 0   | 193  | 0    | 193 | -193 |
| 181)                                                                         | Bangladesh Bureau of Education Information and Statistics (BANBEIS) | 42    | 42        | 0    | 42  | -42  | 0    | 42  | -42  |
| 182)                                                                         | Bangladesh Institute of Distant Education                           | 60    | 60        | 0    | 10  | -10  | 0    | 10  | -10  |
| 183)                                                                         | National Academy for Educational Management                         | 98    | 85        | 0    | 3   | -3   | 0    | 3   | -3   |
| 184)                                                                         | Directorate of Inspection and Audit                                 | 130   | 93        | 8    | 0   | 8    | 8    | 4   | 4    |
| 185)                                                                         | Primary and Mass Education Division                                 | 63    | 63        | 21   | 0   | 21   | 21   | 0   | 21   |

|                                                                                         |                                                                  |        |           |       |       |        |       |       |        |
|-----------------------------------------------------------------------------------------|------------------------------------------------------------------|--------|-----------|-------|-------|--------|-------|-------|--------|
| 186)                                                                                    | Department of Primary Education                                  | 172459 | 161697    | 33919 | 0     | 33919  | 33919 | 0     | 33919  |
| 187)                                                                                    | Facilities Department                                            | 570    | 547       | 19    | 0     | 19     | 19    | 2     | 17     |
| <b>29) Ministry of Science &amp; Technology (Shown with M/O Education)</b>              |                                                                  |        |           |       |       |        |       |       |        |
| 188)                                                                                    | Department of Technical Education                                | 4980   | 4980      | 0     | 536   | -536   | 0     | 536   | -536   |
| <b>30) Ministry of Labour and Manpower</b>                                              |                                                                  |        |           |       |       |        |       |       |        |
| 189)                                                                                    | Ministry of Labour and Manpower                                  | 131    | 131       | 6     | 18    | -12    | 6     | 18    | -12    |
| 190)                                                                                    | Department of Labour                                             | 655    | Not shown | 0     | 65    | -65    | 0     | 70    | -70    |
| 191)                                                                                    | Labour Appellate Tribunal and Labour Court                       | 92     | 105       | 8     | 24    | -16    | 8     | 24    | -16    |
| 192)                                                                                    | Minimum Wages Board                                              | 13     | 13        | 0     | 1     | -1     | 0     | 1     | -1     |
| 193)                                                                                    | Department of Inspection for Factories and Establishment         | 204    | 192       | 84    | 41    | 43     | 84    | 41    | 43     |
| 194)                                                                                    | Bureau of Manpower, Employment and Training                      | 1885   | 1622      | 157   | 11    | 146    | 157   | 11    | 146    |
| <b>31) Ministry of Social Welfare(Shown with M/O Women &amp; Children Affairs )</b>     |                                                                  |        |           |       |       |        |       |       |        |
| 195)                                                                                    | A) Department of Social Welfare (Head Office Set-up)             | 612    | 612       | 0     | 276   | -276   | 0     | 276   | -276   |
|                                                                                         | B) Department of Social Welfare (Field Set-up)                   | 4883   | 4883      | 0     | 656   | -656   | 0     | 656   | -656   |
| <b>32) Ministry of Water Resources (Shown with M/O Environment and Forest )</b>         |                                                                  |        |           |       |       |        |       |       |        |
| <b>33) Ministry of Cultural Affairs (Shown with M/O Ministry of Youth &amp; Sports)</b> |                                                                  |        |           |       |       |        |       |       |        |
| 196)                                                                                    | Department of Archaeology                                        | 416    | 414       | 3     | 48    | -45    | 3     | 48    | -45    |
| 197)                                                                                    | Department of Public library                                     | 376    | 338       | 62    | 1     | 61     | 62    | 1     | 61     |
| 198)                                                                                    | Directorate of Archives and libraries                            | 85     | 85        | 0     | 0     | 0      | 0     | 0     | 0      |
| <b>34) Ministry of Home Affairs</b>                                                     |                                                                  |        |           |       |       |        |       |       |        |
| 199)                                                                                    | Ministry of Home Affairs                                         | 254    | 252       | 0     | 29    | -29    | 0     | 29    | -29    |
| 200)                                                                                    | Department of Fire Service and Civil Defence                     | 3928   | 3740      | 89    | 424   | -335   | 89    | 424   | -335   |
| 201)                                                                                    | Prisons Directorate                                              | 6732   | 6713      | 382   | 0     | 382    | 382   | 0     | 382    |
| 202)                                                                                    | Office of the Chief Metropolitan Magistrate, Dhaka               | 85     | 60        | 29    | 0     | 29     | 29    | 0     | 29     |
| 203)                                                                                    | Office of the Chief Metropolitan Magistrate, Chittagong          | 34     | 34        | 5     | 0     | 5      | 5     | 0     | 5      |
| 204)                                                                                    | Office of the Chief Metropolitan Magistrate, Khulna              | 24     | 24        | 6     | 0     | 6      | 6     | 0     | 6      |
| 205)                                                                                    | Department of Immigration and Passports                          | 324    | 324       | 107   | 0     | 107    | 107   | 0     | 107    |
| 206)                                                                                    | Department of Coastguards                                        | 58     | 58        | 0     | 0     | 0      | 0     | 0     | 0      |
| 207)                                                                                    | Department of Drug Control                                       | 1274   | 832       | 280   | 192   | 88     | 280   | 193   | 87     |
| 208)                                                                                    | Department of Ansar and V.D.P.                                   | 2613   | 2348      | 512   | 193   | 319    | 512   | 193   | 319    |
|                                                                                         | * Integrated Ansar                                               | 24656  | 24656     | 0     | 5288  | -5288  | 0     | 5288  | -5288  |
| 209)                                                                                    | Bangladesh Rifles                                                | 30179  | 30179     | 0     | 1697  | -1697  | 0     | 1697  | -1697  |
| <b>35) Ministry of Health and Family Welfare</b>                                        |                                                                  |        |           |       |       |        |       |       |        |
| 210)                                                                                    | Ministry of Health and Family Welfare                            | 305    | Not shown | 0     | 154   | -154   | 0     | 154   | -154   |
| 211)                                                                                    | National Institute of Ophthalmology                              | 168    | 166       | 0     | 65    | -65    | 0     | 65    | -65    |
| 212)                                                                                    | National Cancer Institute and Research Hospital                  | 194    | 175       | 19    | 0     | 19     | 19    | 0     | 19     |
| 213)                                                                                    | National Institute of Population Research and Training (NIPORT)  | 1015   | 1011      | 4     | 0     | 4      | 4     | 0     | 4      |
| 214)                                                                                    | National Institute for Preventive and Social Medicine (NIPSOM)   | 149    | 144       | 49    | 0     | 49     | 49    | 0     | 49     |
| 215)                                                                                    | Directorate of Drug Administration                               | 214    | 213       | 74    | 0     | 74     | 74    | 0     | 74     |
| 216)                                                                                    | Directorate of Nursing Services                                  | 813    | 813       | 0     | 0     | 0      | 0     | 0     | 0      |
| 217)                                                                                    | Institute of Diseases of the Chest and Hospital                  | 406    | 350       | 120   | 0     | 120    | 120   | 0     | 120    |
| 218)                                                                                    | Institute of Public Health                                       | 488    | 433       | 81    | 0     | 81     | 81    | 12    | 69     |
| 219)                                                                                    | Institute of Public Health Nutrition, Dietetics and Food Science | 146    | 93        | 56    | 0     | 56     | 56    | 2     | 54     |
| 220)                                                                                    | National Institute of Cardiovascular Diseases                    | 433    | 396       | 22    | 25    | -3     | 22    | 25    | -3     |
| 221)                                                                                    | Department of Family Planning                                    | 49042  | 49042     | 0     | 19518 | -19518 | 0     | 19518 | -19518 |

|                                                                                |                                                                                                               |           |           |       |       |        |       |       |        |
|--------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|-----------|-----------|-------|-------|--------|-------|-------|--------|
| 222)                                                                           | Rehabilitation Institute and Hospital for the Disabled (RIHD)                                                 | 489       | 464       | 69    | 34    | 35     | 69    | 34    | 35     |
| 223)                                                                           | Department of Health Services                                                                                 | 64994     | 51113     | 537   | 14418 | -13881 | 537   | 14418 | -13881 |
| 224)                                                                           | IPGM&R/BSMMU                                                                                                  | 1373      | -         | 37    | 237   | -200   | 0     | 1373  | -1373  |
| 225)                                                                           | Dhaka Dental College and Hospital                                                                             | 252       | Not shown | 14    | 20    | -6     | 14    | 23    | -9     |
| 226)                                                                           | A. Department of Medical Education                                                                            | 0         | 0         | 116   | 0     | 116    | 116   | 0     | 116    |
|                                                                                | B. Dhaka Medical College                                                                                      | Not shown | 348       | 75    | 4     | 71     | 75    | 4     | 71     |
|                                                                                | C. Dhaka Medical College Hospital                                                                             | Not shown | 1538      | 30    | 525   | -495   | 30    | 525   | -495   |
|                                                                                | D. Seven Medical Colleges (Salimullah, Chittagong, Sylhet, Mymensingh, Rajshahi, Rangpur & Barishal)          | Not shown | 1768      | 306   | 0     | 306    | 306   | 0     | 306    |
|                                                                                | E. Seven Medical College Hospitals (Salimullah, Chittagong, Sylhet, Mymensingh, Rajshahi, Rangpur & Barishal) | Not shown | 5616      | 446   | 0     | 446    | 446   | 0     | 446    |
| <b>36) Ministry of Local Government, Rural Development &amp; Co-operatives</b> |                                                                                                               |           |           |       |       |        |       |       |        |
| 227)                                                                           | Ministry of LGRD and Co-operatives                                                                            | 263       | 263       | 0     | 92    | -92    | 0     | 92    | -92    |
| 228)                                                                           | Local Govern Engineering Department                                                                           | 9548      | 9548      | 1043  | 1941  | -898   | 1043  | 1941  | -898   |
| 229)                                                                           | Dhaka Mosquito Control                                                                                        | 396       | 355       | 0     | 0     | 0      | 0     | 0     | 0      |
| 230)                                                                           | Department of Public Health Engineering                                                                       | 4733      | 4708      | 132   | 721   | -589   | 132   | 721   | -589   |
| 231)                                                                           | Department of Co-operatives                                                                                   | 5307      | 4408      | 562   | 1048  | -486   | 562   | 1048  | -486   |
| <b>Total of 231 Organisations</b>                                              |                                                                                                               | 676999    | 580682    | 56784 | 76637 | -19853 | 55408 | 81314 | -25906 |

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স্বাধীনতা সড়ক-বিশ্বাস প্রতিষ্ঠান ভবন

ঢাকা, ঢাকা

