

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 ³	Impact of ARC on Existing Size	Changes from ARC			
1937	<ul style="list-style-type: none"> Abolition and two of its Laboratories to be merged with BSTI 	I	10	10	8	-2		<ul style="list-style-type: none"> In view of the insignificant contribution of this agency to the country's export market, the ARC recommendation is rational. 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										

³ 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				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 (In 1986, Energy Division and Petroleum & Mineral Resources Divisions were merged in to the Ministry)		I	33	33	32	-1		<ul style="list-style-type: none"> 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-1/Misc-12/98/130 Dated: 17/02/2000

Ministry of Power, Energy and Mineral Resources May be adjusted in the light of PARC recommendation	Sanctioned Posts				Existing Posts			
	class-1 17	class-2 17	class-3 20	class-4 17	class-1 17	class-2 16	class-3 17	class-4 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 ⁷	Existing	ARC	Impact of ARC on Existing Size			
Not mentioned		I		2	4	+2	<ul style="list-style-type: none"> 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.Ja.Ja.Sa.Ma-Pro/Sa.Mo-1/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

⁷ The Bureau was created after Enam Committee submitted its report

Organisation: Department of Explosives

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			
British period (Under the Explosive Acts 1884)	• Line Ministry to be changed from Energy & Mineral Resources to Home Affairs	I	10	7	16	+9	<ul style="list-style-type: none"> The ARC proposal for changing the controlling ministry from Energy & 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 The ARC-proposed increase in this organization's manpower should be implemented. 	I	+9
		II	4* [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 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

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				
1910	<ul style="list-style-type: none"> Merger with Energy Monitoring and Conservation Centre (EMCC) 	I	21	19	36	+17	-2	I	+17 -2 (PARC) [Economist-1 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
<p>IMPLICATION FOR CHANGE: Energy Monitoring and Reservation Centre will be merged with Directorate of Power Advisor and Chief Power Inspector.</p>									

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"> 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. 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. 	I	+22 -4 (PARC) [Drilling Engineer-1 Photogrametrist-1 Mappist-1 Cartographer-1]
		II	29	17	21	+4			II	+4
		III	309	255	246	-9			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. Bi.Ja.Ja.Sa.Ma-Pro/Sa.Mo-1/Misc-12/98/130
Dated: 17/02/2000

Department of Geological Survey	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	71	17	217	94	69	15	192	89

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		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	1	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

Date of Establishment	ARC Proposal on Reorganisation	Class	Manpower			Changes from ARC	Cumulative Impact of ARC and PARC on Existing Size
			Enam Committee	Existing ARC	ARC on Existing Size		
Not mentioned		I	86	86	79	-7	-7
		II	246	235	493	+258	+258
		III	3520	2894	3819	+925	+925
		IV	2097	1319	2806	+1487	+1487
		Total	5949	4534	7197	+2663	+2663
IMPLICATION FOR CHANGE: Expansion of manpower							
<p>PARC's Comment</p> <ul style="list-style-type: none"> 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) 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 							

Date of Establishment	ARC Proposal on Reorganisation	Class	Manpower					PARC's Comment	Class	Cumulative Impact of ARC and PARC on Existing Size
			Enam Committee ³⁴	Existing	ARC	Impact of ARC on Existing Size	Changes from ARC			
1983		I	7	7	9		+2	<ul style="list-style-type: none"> 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 III), Electrician, Cook, Library Attendent, Dining Boy, Attendent (class IV)] 	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								

³⁴ 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			
1954		I	7	6	7	+1	<ul style="list-style-type: none"> 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 II), Auditor, LDA (class III) and MLSS (class IV). 	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			
	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	73	96	79	1	61	86	76

Ministry : Women, Family and Social Welfare⁶

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				
		I	52	Not shown	34	-18		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
<p>IMPLICATION FOR CHANGE: Merger with reduction of manpower</p> <ul style="list-style-type: none"> • 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. • 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. • But keeping the ARC idea of merger in perspective, the proposed manpower is justified. Although the subject of Chijid has shifted to the Ministry of Women Affairs, a merged Ministry can accomplish tasks. • 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). 									

⁶ 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"> 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. 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. 	I	+5
		II	180	156	179	+23			II	+23 + 260
		III	361	361	379	+18			III	+18 + 260
		IV	408	408	390	-18	-136		IV	+ 260 -18 -136 (PARC) [Sweeper/Night Guard-136]
		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			Changes from ARC	PARC's Comment	Class	Cumulative Impact of ARC and PARC on Existing Size
			Enam Committee	Existing	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			Changes from ARC	PARC's Comment	Class	Cumulative Impact of ARC and PARC on Existing Size
			Enam Committee ³³	Existing	ARC				
1985		I	14	8	15	+7	<ul style="list-style-type: none"> 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. 	I	+7
		II	3	1	3	+2		II	+2 -3 (PARC) [Economic Investigator-1 Senior Cinematographer-1 Senior Photographer-1]
		III	69	44	69	+25		III	+25 -11 (PARC) [Audio-Visual Equipment Mechanic-2 Artist-1 Audio-Visual Supervisor-1 Audio-Visual Unit Operator-7]
		IV	24	19	26	+7		IV	+7
		Total	110	72	113	+41	-14	Total	+27
IMPLICATION FOR CHANGE: Expansion of manpower									

Organisation : Department of Fisheries

Ministry : Fisheries and Livestock

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				
1984 (originally created in 1908)		I	760	708	787	+79	-6	<ul style="list-style-type: none"> ARC proposed organogram is well-thought. The expansion is due to the territorial and functional expansion of its programmes. 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. 	I	+79 -6 (PARC) [Biometrician-2 Fishery Technologist-2 Micro-biologist-2]
		II	71	59	567	+508			II	+508
		III	2056	2056	1799	-257			III	-257
		IV	984	984	993	+9	-6		IV	+9 -6 (PARC) [MLSS]
		Total	3949	3807	4146	+339	-12		Total	+327
IMPLICATION FOR CHANGE: Expansion of manpower										

Organisation : Department of Animal Husbandry

Ministry : Fisheries and Livestock

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	ARC					
1947		I	1438	1301	1412	+111	-1	• ARC proposed organogram is well-thought. The expansion is due to the territorial and functional expansion of its programmes. 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.	I	+111 -1 (PARC) [Dairy Economist-1]	
		II	8	7	6	-1		•	II	-1	
		III	4566	4462	4841	+379			•	III	+379
		IV	2278	2210	2332	+122	-1			IV	+122 -1 (PARC) [MLSS]
		Total	8289	7980	8591	+611	-1			Total	+609
IMPLICATION FOR CHANGE: Expansion of manpower											

Ministry : Youth, Sports and Culture⁴¹

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			
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							

⁴¹ The present name is Ministry of 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	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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				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				
	<ul style="list-style-type: none"> Proposed to create this Ministry by merging three Ministries (i.e. Post & Tele Communications, Civil Aviation & Tourism and Shipping) 	I	62	62	34	-28	<ul style="list-style-type: none"> 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. 	I	-28	
		II						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 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			Changes from ARC	PARC's Comment	Class	Cumulative Impact of ARC and PARC on Existing Size
			Enam Committee	Existing	ARC				
1962		I	572	474	571	+97	-3	I	+97 -3 (PARC) [Economist-2 Geologist-1]
		II	765	721	765	+44		II	+44
		III	4603	4239	4527	+288	-3	III	+288 -3(PARC) [Typist/LDA-3]
		IV	3298	2866	3247	+381	-3	IV	+381 -3 (PARC) [MLSS-3]
		Total	9238	8300	9110	+810	-9	Total	+801
IMPLICATION FOR CHANGE: Expansion of manpower									
<ul style="list-style-type: none"> In fact, ARC proposed to fill in sanctioned positions in most cases. Territorial coverage of R&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. However, some positions can be contracted out (shown here) 									

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

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				
1987		I	37	25	51	+26	-1	<ul style="list-style-type: none"> 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. However, the two positions could still be contracted out for a periodic basis for efficient performance and cost-effectiveness. 	I	+26 -1 (PARC) [Economist]
		II	56	49	114	+65			II	+65
		III	157	147	194	+47	-1		III	+47 -1 (PARC) [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				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		I						<ul style="list-style-type: none"> 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. 	I		
		II							II		
		III								III	
		IV								IV	
		Total			45000					Total	
<p>IMPLICATION FOR CHANGE: No change</p>											

Organisation : Office of the Public Railway Inspector

Ministry : Communications

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				
1962		I	2	2	3	+1		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 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
	2	0	5	2	2	0	5	2

Ministry : Transport (*Paribahan*)

Date of Establishment	ARC Proposal on Reorganisation	Class	Manpower				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	-25
		II	4	4		-4	-4
		III	118	118	74	-44	-44
		IV	69	69	36	-33	-33
		Total	251	251	145	-106	-106
			<p style="text-align: center;">IMPLICATION FOR CHANGE: Reduction of manpower</p>				
			<p>PARC's Comment</p> <ul style="list-style-type: none"> 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) 				

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	
		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			
		I	120	120	46	-74	<ul style="list-style-type: none"> Obviously, as a result of merger the number of personnel are reduced. Yet the organogram looks acceptable. 	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 Copyright⁶

Ministry: Industries and Commerce (Commerce Division)

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				
Not mentioned	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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
<p>IMPLICATION FOR CHANGE: Department of Patent, Design and Trade Mark will be merger with Copyright Department.</p>									

⁶ The new name to this organisation was proposed by ARC

Organisation : Office of the Chief Inspector of Boilers

Ministry : Industries

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				
Not mentioned	<ul style="list-style-type: none"> Creation of 2 ad-hoc offices at Chittagong and Khulna (for a three-year period) 	I	5	5	10	+5	+3	I	+5 +3 (PARC) [Assistant Chief-1 Boiler Inspector-2]
		II						II	
		III	7	8	12	+4	+3	III	+4 +3 (PARC) [UDA-1 LDA-1 Boiler Mechanic-1]
		IV	4	5	5		+1	IV	+1 (PARC) [Darwan-1]
		Total	16	18	27	+9	+7	Total	+16
<p>IMPLICATION FOR CHANGE: Creation of new units with increased manpower</p>									
<ul style="list-style-type: none"> 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 									

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				
1982 (in the form of a Project)		I	20	16	20	+4		<ul style="list-style-type: none"> 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	Changes from ARC			
	A Ministry responsible for both Education and Science	I	70	70	54	-16	<ul style="list-style-type: none"> The proposed merger of two Ministries is justified on the ground that the two ministries can play supplementary role. 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). 	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								

Organisation : National Education Board

Ministry : Education and Science

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				
	A proposed organisation to be set-up combining the regional Examination Boards	I	88	88	71	-17		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	
	<p>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.</p>									

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			
Not mentioned	A new Directorate proposed	I			182		• ARC's proposal for Creation of a new organisation is not justified.	I	- 182
		II			1			II	- 1
		III			266			III	- 266
		IV			183			IV	- 183
		Total			632			Total	- 632
		<p>IMPLICATION FOR CHANGE: ARC's proposal for Creation of a new organisation is not justified.</p>							

Organisation : Directorate of Secondary 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			
Not mentioned	A new Directorate proposed	I			179		<ul style="list-style-type: none"> 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			II	- 1
		III			257			III	- 257
		IV			178			IV	- 178
		Total			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.							