

143)	Chief Controller of Import & Export	১৯৮
144)	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 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	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 Sl. no 172)		
172)	Industries and Commerce Division	২২৭
173)	1) Department of Patent, Design, Trade Mark 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

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
186)	Department of Primary Education	২৪১
187)	Facilities Department	২৪২
29) Ministry of Science & Technology (Shown with M/O Education)		
188)	Department of Technical Education	২৪৩
30) Ministry of Labour and Manpower		
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
194)	Bureau of Manpower, Employment and Training	২৪৯
31) Ministry of Social Welfare(Shown with M/O Women & Children Affairs)		
195)	A) Department of Social Welfare (Head Office Set-up)	২৫০
	B) Department of Social Welfare (Field Set-up)	২৫১
32) Ministry of Water Resources (Shown with M/O Environment and Forest)		
33) Ministry of Cultural Affairs (Shown with M/O Ministry of Youth & Sports)		
196)	Department of Archaeology	২৫২
197)	Department of Public library	২৫৩
198)	Directorate of Archives and libraries	২৫৪
34) Ministry of Home Affairs		
199)	Ministry of Home Affairs	২৫৫
200)	Department of Fire Service and Civil Defence	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
	* Integrated Ansar	
209)	Bangladesh Rifels	২৬৫
35) Ministry of Health and Family Welfare		
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

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
	D. Seven Medical Colleges (Salimullah, Chittagong, Sylhet, Mymensingh, Rajshahi, Rangpur & Barishal)	২৮৫
	E. Seven Medical College Hospitals (Salimullah, Chittagong, Sylhet, Mymensingh, Rajshahi, Rangpur & Barishal)	২৮৬
36) Ministry of Local Government, Rural Development & Co-operatives		
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"> Should be considered for implementation. The merger gave some genuine scope to optimize the manpower size. 	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								

¹ 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"> 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. 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. 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. 	I	+5 -1 (PARC) [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			
	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	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	<ul style="list-style-type: none"> 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		<ul style="list-style-type: none"> 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. 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 -1 (PARC) [Administrative Officer]
		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			
	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	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 ⁹	Existing ARC	Impact of ARC on Existing Size			
1989		I	51	82	+31	-8	I	+31 -8 (PARC) [Advisors-3 Experts (Europe, Asia, North America)-3 {Under the Investment Development Wing) Systems Analyst-1 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			
	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	117	0	335	130	51	0	200	66

⁹ Enam Committee report was prepared before the establishment of this 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"> 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. 	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			
1957	<ul style="list-style-type: none"> 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. 	I	150	148	148		<ul style="list-style-type: none"> 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 	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

Anti-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

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			
1977		I.	51	41	51	+10	<ul style="list-style-type: none"> 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
		<p>IMPLICATION FOR CHANGE: Expansion of manpower</p>							

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				Changes from ARC	Cumulative Impact of ARC and PARC on Existing Size
			Enam Committee	Existing	ARC	Impact of ARC on Existing Size		
1972		I	16	16	16		<ul style="list-style-type: none"> ARC recommendation to retain the existing manpower is appropriate in the context of this organisation's routine work and steady performance. 	
		II	18	18	18			
		III	72	72	72			
		IV	34	34	34			
		Total	140	140	140			
<p>IMPLICATION FOR CHANGE: No change</p>								

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 ²⁸	Existing	ARC	Impact of ARC on Existing Size				
1988		I	41	41	41		<ul style="list-style-type: none"> No change recommended 	I		
		II	11	11	11			II		
		III	178	178	178			III		
		IV	42	42	42			IV		
		Total	272	272	272	272		Total		
IMPLICATION FOR CHANGE: No change										

²⁸ Currently sanctioned posts

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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				
1947		I	23	9	+4		<ul style="list-style-type: none"> Should be accepted for implementation 	I	+4
		II	22	10	+2			II	+2
		III	70	55	+8			III	+8
		IV	49	45	-14			IV	-14
		Total	164	119	-			Total	-
IMPLICATION FOR CHANGE: No change									

Ministry /Division: Cabinet Division

Date of Establishment	ARC Proposal on Reorganisation	Class	Manpower					PARC's Comment ³⁵	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	class-4	class-1	class-2	class-3	class-4
	41	39	37	43	38	31	32	39

³⁵ 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.

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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 Committee	Existing	ARC	Impact of ARC on Existing Size	Changes from ARC			
	A newly proposed organisation	I	N/A	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
		<p>IMPLICATION FOR CHANGE: ARC's proposal for creation of such new organisation is not justified.</p>								