

Division : Implementation, Monitoring and Evaluation

Ministry : Prime Minister's Office

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	59	48	67	+19		<ul style="list-style-type: none"> 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										

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	<ul style="list-style-type: none"> 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			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 Ministry merging three current Ministries, i.e. Land, Forest & Environment and Water Resources	I	76	68	54	-14	• 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.	I	-14
		II	1		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 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
23	16	24	22	21	15	24	22	

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 (Originally started as a project in 1977)		I	57	21	70	+49	-5	<ul style="list-style-type: none"> The ARC-suggested organisational expansion is needed both in terms of horizontal and vertical (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. 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 	I	+49 -5 (PARC) [Deputy Director-1 Assistant Director-2 Research Officer-1 Law Officer-1]
		II	19	12	25	+13			II	+13
		III	71	31	115	+84	-2		III	+84 -2 (PARC) [LDA-2]
		IV	26	15	40	+25	-2		IV	+25 -2 (PARC) [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			Changes from ARC	PARC's Comment	Class	Cumulative Impact of ARC and PARC on Existing Size
			Enam Committee	Existing	ARC				
Not mentioned		I	138	138	138		<ul style="list-style-type: none"> There is scope to hire people as and when required for the class III positions shown here. 	I	
		II	2	2	2			II	
		III	2232	2232	2232	-8		III	-8 (PARC) (Surveyor-4 Welder-1 Carpenter-2 Electrician-1)
		IV	5010	5010	5010			IV	
		Total	7382	7382	7382	-8		Total	-8
IMPLICATION FOR CHANGE: Reduction of manpower									

³ This name of the Ministry 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			
1982 (originally created in 1955)		I	109	72	50	-22	<ul style="list-style-type: none"> 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, Research Officer (class I), Field Investigator (class II), 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								

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			
1972		I	35	34	30	-4	<ul style="list-style-type: none"> 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-1/99/D-11/197 Dated: 14/02/2000

Ministry of 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
	35	37	38	42	35	34	34	41

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"> 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 	I	
		II							II	
		III	20	20	24	+4	-2		III	+4 -2 (PARC) [Assistant-1 Binder-cum Machine Operator-1]
		IV	9	9	9				IV	
		Total	39	38	42	+4	-2		Total	+2
		IMPLICATION FOR CHANGE: Expansion of manpower								

Organisation : Directorate of Military Lands and Cantonments Ministry : Defence

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 (originally created during Pakistan period)		I	23	23	23		<ul style="list-style-type: none"> 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. 	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

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 (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 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
38	7	639	209	25	4	429	170	

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			
1979		I	790	524	790	+266	* Should be accepted for implementation	I	+266
		II	8	1	8 **	+7		II	+7
		III	529	427	529	+102		III	+102
		IV	13219	15888	13219 ***	- 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.

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			
Not mentioned (ISPR Directorate was created in 1972)	<ul style="list-style-type: none"> Merger with ISPR Directorate 	I	15		13	-2	<ul style="list-style-type: none"> 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. 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. 	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							

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"> 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. 	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			
	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	116	216	1386	169	99	155	946	140

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			
Not mentioned		I	110	77	111	+34	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
IMPLICATION FOR CHANGE: Expansion of manpower Assistant Meteorologists, Assistant Electrician etc)								

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 (originally created in 1976)		I	45	45	45		<ul style="list-style-type: none"> 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		
<p>IMPLICATION FOR CHANGE: No change</p>										

Organisation: Department of Jute

Ministry: Ministry of Jute

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			
1993 (originally created a the Jute Board during Pakistan period)	<ul style="list-style-type: none"> Transfer of manpower working in Directorate for Inspection for Jute goods should be transferred to Jute research Institute or Bangladesh Standard Testing Institute (BSTI) 	I	28	19	27	+8	<ul style="list-style-type: none"> The proposed reorganization (i.e. transferring staff from the 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. 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 now posts of 192 Assistant Inspectors is rational. Creation of the positions of Statistical Officer (class I0 and Chief Inspectors (class II) is also a good proposal under a changed organizational set-up. 	I	+8
		II	52	27	42	+15		II	+15
		III	581	526	314	-212		III	-212
		IV	110	93	39	-54		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-10/98/96 Dated: 13/02/2000

Jute Directorate 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	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		I	41	41	22	-19		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	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	22	22	25	24	22	18	17	19

⁴⁰ Jute and Textiles divisions do not currently exist and now these are two separate Ministries

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			
1977	Abolition of the office and merger of the Institutes of Textile Technology with nearest Polytechnic Institutes	I	34				<ul style="list-style-type: none"> 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	
		<ul style="list-style-type: none"> 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			
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	class-4
May be adjusted in the light of PARC recommendation	21	21	16	22	21	21	11	22

Date of Establishment	ARC Proposal on Reorganisation	Class	Manpower					PARC's Comment	Class	Cumulative Impact of ARC and PARC on Existing Size
			Enam Committee ¹²	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"> 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). Activities performed by Assistant Architects can be contracted out to private agencies on a periodic basis. 	I	+25 -30 [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

¹² Currently sanctioned posts

Organisation : Public Works Department (PWD)

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"> ARC proposed manpower 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. 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. 	I	-75 -1 (PARC) [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 -1 (PARC) [MLSS]
		Total	5740	5697	5791	+94	-2		Total	+92
		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			
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

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				
1965		I	41	16	30	+14	-4	I	+14 -4 [Senior Geographer-1 Geographer-1 Economist-1 Sociologist-1]
		II	1	1	1			II	
		III	115	75	96	+21	-1	III	+21 -1 (PARC) [Photo Operator-1]
		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

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 (originally created in 1973)		I	18	17	15	-2	<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 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 (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								

Date of Establishment	ARC Proposal on Reorganization	Class	Manpower					PARC's Comment	Class	Cumulative Impact of ARC and PARC on Existing Size
			Enam Committee ¹	Existing	Administrative Reorganization Committee (ARC) ²	Impact of ARC on Existing Size	Changes from ARC			
1920s	<ul style="list-style-type: none"> Abolishing the Department in view of the emerging complexities and cost-effectiveness in purchase process 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		<ul style="list-style-type: none"> 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
		<p>IMPLICATION FOR CHANGE: The organisation will be abolished.</p>								

¹ 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.

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

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 th Century (date not specified)		I	6	5*	10	+5	<ul style="list-style-type: none"> 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)

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 ⁴	Impact of ARC on Existing Size				Changes from ARC
1940	<ul style="list-style-type: none"> To be reduced into a small unit 	I	34	31	7	-24	<ul style="list-style-type: none"> In view of the changed procedures and somewhat relaxed import/export regulations, the ARC proposal should be accepted. 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 import/export 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 -4 (PARC) ⁵ [3 UDAs + 1 Typist]
		IV	85	85	11	-74		-2	IV	-74 -2 (PARC)
		Total	287	319	31	-288		-6	Total	-294
		<p>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.</p>								

⁴ ARC recommends this number for the proposed new organisation

⁵ 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)

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"> “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. 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. 	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								

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	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)						