

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	ARC on Impact of Existing Size	Changes from ARC	Total			
Not mentioned			I	II	III	IV	Total			
			34		72	52	158			
			31		69	50	150			
			28		56	46	130			
			-3		-13	-4	-20			
<p>IMPLICATION FOR CHANGE: Reduction of manpower</p>										
<p>• 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.</p>										
			I	II	III	IV	Total			
			-3		-13	-4	-20			

PARC's additional comment on up-to date Manpower position stated vide Election Commission Secretariat Letter no.Nt.Ka.Sa./Pta-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	class-4
May be adjusted in the light of PARC recommendation	33	30	43	52	30	30	39	52	

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"> 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. 	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: 15/02/2000

Election Commission Secretariat(Regional and District Offices)	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	91	0	190	91	77	0	171	83

Date of Establishment	ARC Proposal on Reorganisation	Class	Enam Committee	Existing	ARC for Organ-A ⁴³	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			
	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	72	52	136	96	62	50	124	70

⁴³ 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 : Establishment⁷

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"> ARC designed organogram showing eight attached organisations⁸ under this Ministry. Administrative Reforms and Reorganisation Commission should probably be located at the Cabinet Division. The proposed reduction in manpower is due to the separation of O&M Wing, which has been given the status of a Commission under a different set-up. The proposal is sensible. 	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								

⁷ ARC used the term Establishment Division, which is now a Ministry.

⁸ 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	<ul style="list-style-type: none"> 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	+10 -10 (PARC)
		II			1	+1	-1		II	+1 -1 (PARC)
		III	29	19	43	+24	-24		III	+24 -24 (PARC)
		IV	15	13	18	+5	-5		IV	+5 -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 ⁸	Existing	ARC	Impact of ARC on Existing Size				Changes from ARC
1987		I		16	19	+3	-1	<ul style="list-style-type: none"> 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. At the same time 1 position each in class III and IV under the DD (Foreign Affairs) also become unnecessary 	I	+3 -1 (PARC) [Deputy Director (Foreign affairs)]
		II				+1			II	+1
		III		42	43	+1	-1		III	+1 -1 (PARC) [LDA]
		IV		49	49		-1		IV	-1 (PARC)
		Total		107	112	+5	-3		Total	+2
		IMPLICATION FOR CHANGE: Expansion of manpower								

⁸ Enam Committee report was prepared before the creation of this Academy

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				
1963	Merger with Statistics Division of the Ministry of Planning	I	11	10	12	+2	<ul style="list-style-type: none"> 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			
Not mentioned		I	9	7	8	+1	<ul style="list-style-type: none"> 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. 	I	+1
		II	4	3	4	+1		II	+1
		III	1516	1418	495	-923		III	-923
		IV	249	221	132	-89		IV	-89
		Total	1778	1649	639	-1010		Total	-1010
		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			
1975		I	18	16	18	+2	<ul style="list-style-type: none"> 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 Sanctioned Size
			Enam Committee	Existing	ARC	Impact of ARC on Sanctioned Size			
1929		I	40		50	+10	<ul style="list-style-type: none"> 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							

⁹ 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			
		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								

¹⁰ 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
			Enam Committee	Existing	ARC	Impact of ARC on Sanctioned Size			
		I	36	Not shown	25	-11	<ul style="list-style-type: none"> 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. 	I	-11
		II	7		6	-1		II	-1
		III	130		108	-22		III	-22
		IV	100		91	-9		IV	-9
		Total	273 x 15= 4095		230 x 15= 3450	-43 x 15= -645		Total	-43 x 15= -645
IMPLICATION FOR CHANGE: Reduction of manpower									

¹¹ Category A Districts (15) - Dinajpur, Tangail, Kishorgonj, Sylhet, Naogaon, Bogra, Sirajgonj, Noakhali, Rangpur, Brahmonbaria, 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			
		I	25	Not shown	18	-7	<ul style="list-style-type: none"> 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. 	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						

¹² 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			
		I	19	Not shown	17	-2	<ul style="list-style-type: none"> 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. 	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							

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

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Serial # 2

Division: Finance

Ministry : Finance

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	• Should be considered for implementation	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	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
	141	194	166	122	123	156	151	85

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Serial # 4

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
			Enam Committee	Existing	ARC	Impact of ARC on Existing Size			
1979		I	9	8	8		<ul style="list-style-type: none"> 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					ARC Proposal on Existing Size	ARC on Existing Size	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	Manpower						
1972			I	98	70	90	+20			• 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.	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
			Existing	ARC on Existing Size	Impact of ARC on Existing Size	Changes from ARC	ARC			
1993		I	43	41	50	+9		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								
		Should be accepted for implementation								

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 ²¹	Existing	ARC	Impact of ARC on Existing Size	Changes from ARC			
1993	<ul style="list-style-type: none"> Number of Circles reduced from 28 to 17 under this Collectorate 	I	71	67	68	+1	<ul style="list-style-type: none"> 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								

²¹ Currently sanctioned posts

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	95	75	137	+62	<ul style="list-style-type: none"> 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. 	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"> 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). 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. 	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			
Not mentioned		I	7	6	7	+1	-1	<ul style="list-style-type: none"> 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 	I	The position of Chief Value Assessor (Dhaka) has been shown twice in ARC report
		II							II	
		III	36	26	28	+2	-2		III	+2
		IV	26	18	21	+3	-2		IV	-2 (PARC) [UDA-1 Typist-1]
		Total	69	50	56	+6	-5		Total	+3 -2 (PARC)
		IMPLICATION FOR CHANGE: Reduction of manpower								

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Serial # 10

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			
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 : Revenue Management Training Academy, 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			
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"> 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. 	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 ²⁵	Existing	ARC	Impact of ARC on Existing Size			
1992		I	49	40	54	+14	<ul style="list-style-type: none"> 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 <i>Sepoys</i> and <i>Laskar</i> have been recommended for abolition (Class IV). 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 	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							

²⁵ 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 ²⁶	Existing	ARC	Impact of ARC on Existing Size			
		I	52	48	60	+12	<ul style="list-style-type: none"> 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. 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 	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						

²⁶ 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 ¹⁹	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								

¹⁹ 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 ¹⁶	Existing	ARC	Impact of ARC on Existing Size	Changes from ARC			
1992		I	14	6	18	+12	<ul style="list-style-type: none"> 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. 	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								

¹⁶ 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 ³⁰	Existing	ARC	Impact of ARC on Existing Size	Changes from ARC			
1985		I	19	14	19	+5	The proposed manpower size is smaller than the sanctioned one. ARC-proposed increase from the existing size is justified.	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								

³⁰ 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			
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			
1994		I	N/A	N/A	7	N/A	<ul style="list-style-type: none"> 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 ³²	Existing	ARC	Impact of ARC on Existing Size			
1992		I	32	24	32	+8	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 IV posts were created ARC recommended set-up should be accepted for implementation.	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							

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

³² 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			
1992		I	32	25	32	+7	<ul style="list-style-type: none"> 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			Changes from ARC	PARC's Comment	Class	Cumulative Impact of ARC and PARC on Existing Size
			Enam Committee	Existing	ARC				
1992		I	32	18	34	+16	<ul style="list-style-type: none"> Should be accepted for implementation. See table Serial# 2A ARC Volume# 13 	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									

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	
1992		I	32	21	32	+11	+11
		II	14	9	16	+7	+7
		III	180	169	209	+40	+40
		IV	124	117	140	+23	+23
		Total	350	316	397	+81	+81
<p>PARC's Comment</p> <ul style="list-style-type: none"> Should be accepted for implementation. See table Serial# 2A ARC Volume# 13 							
<p>IMPLICATION FOR CHANGE: Expansion of manpower</p>							