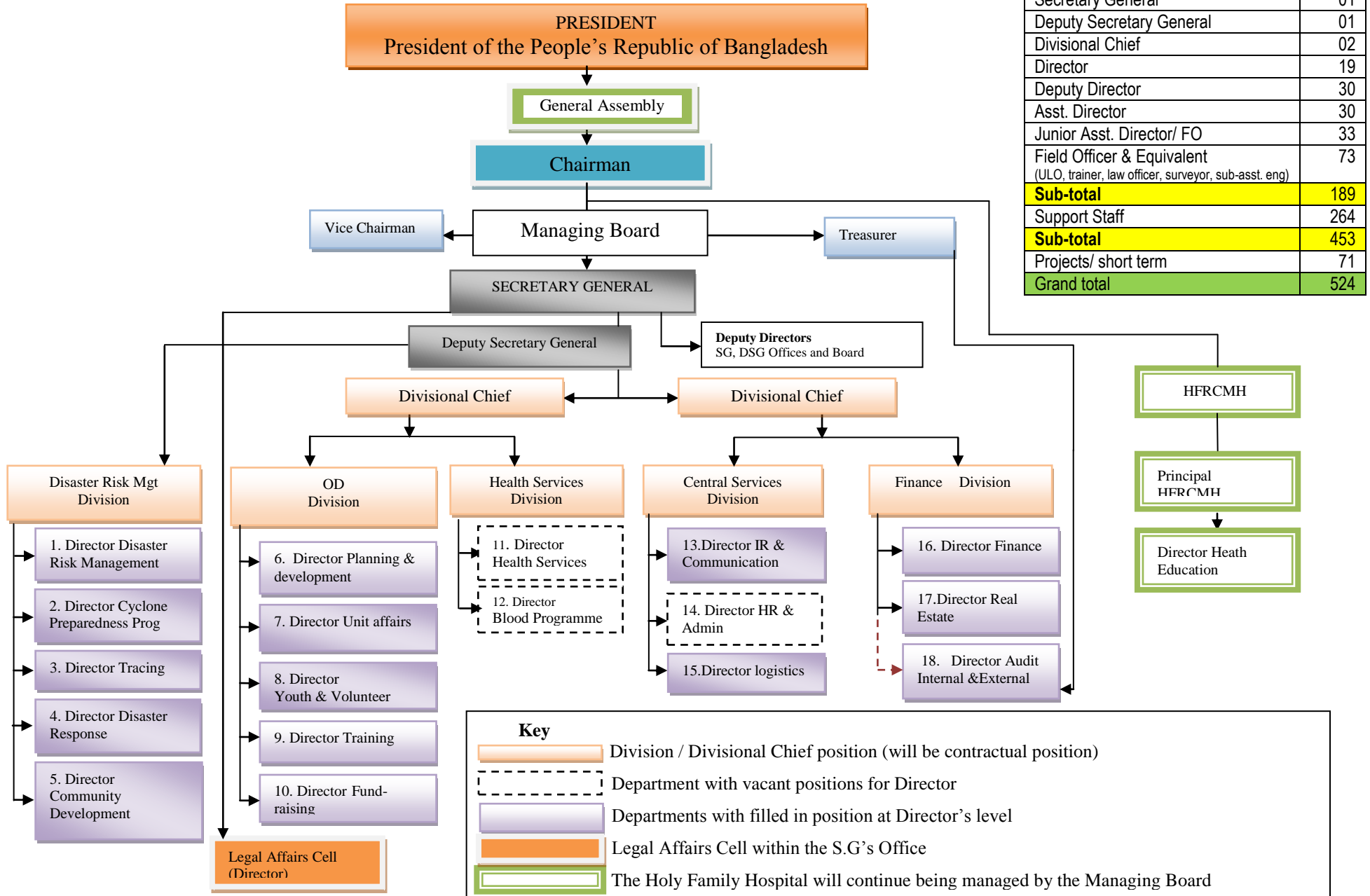


BDRCS ORGANIZATIONAL STRUCTURE

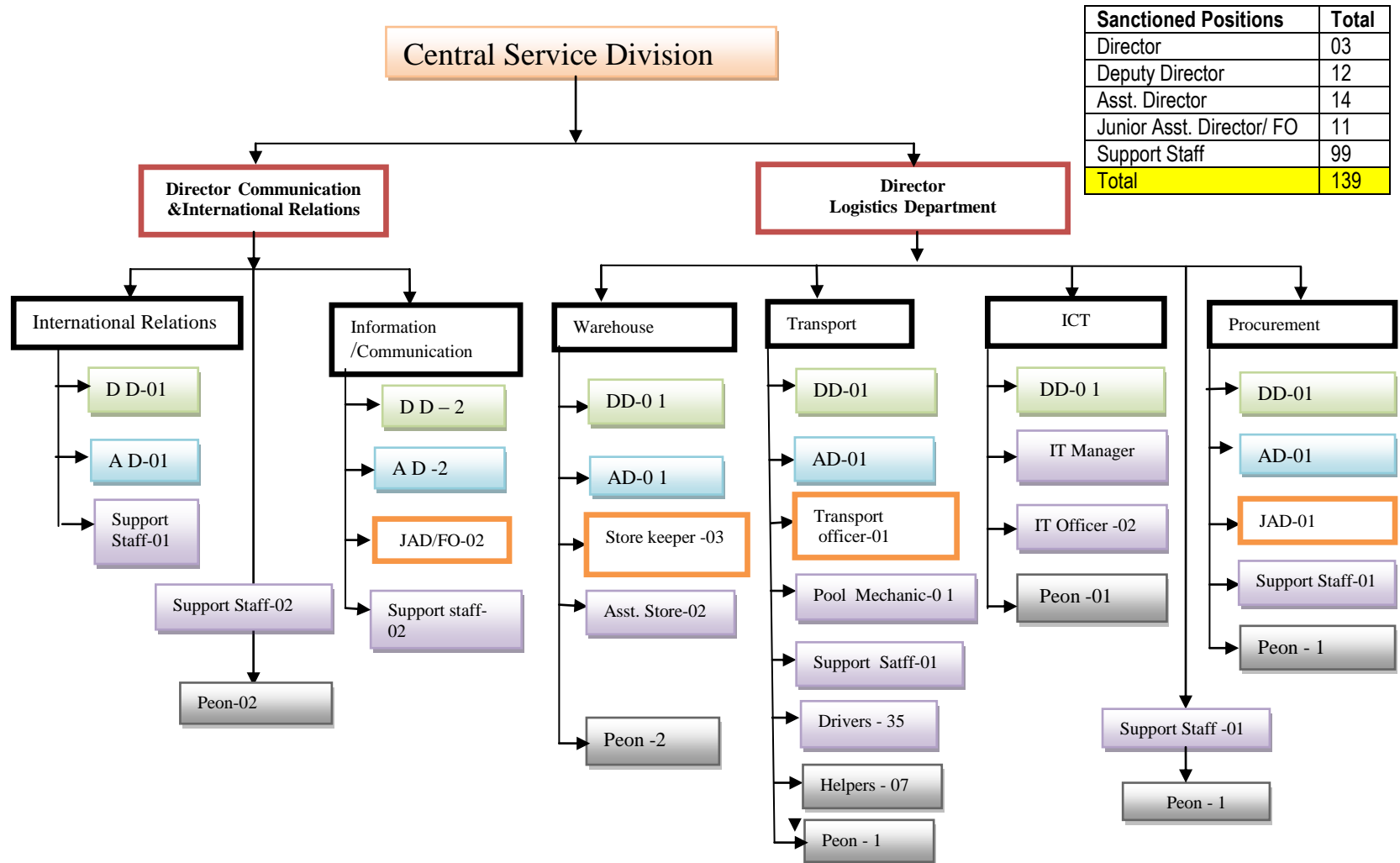


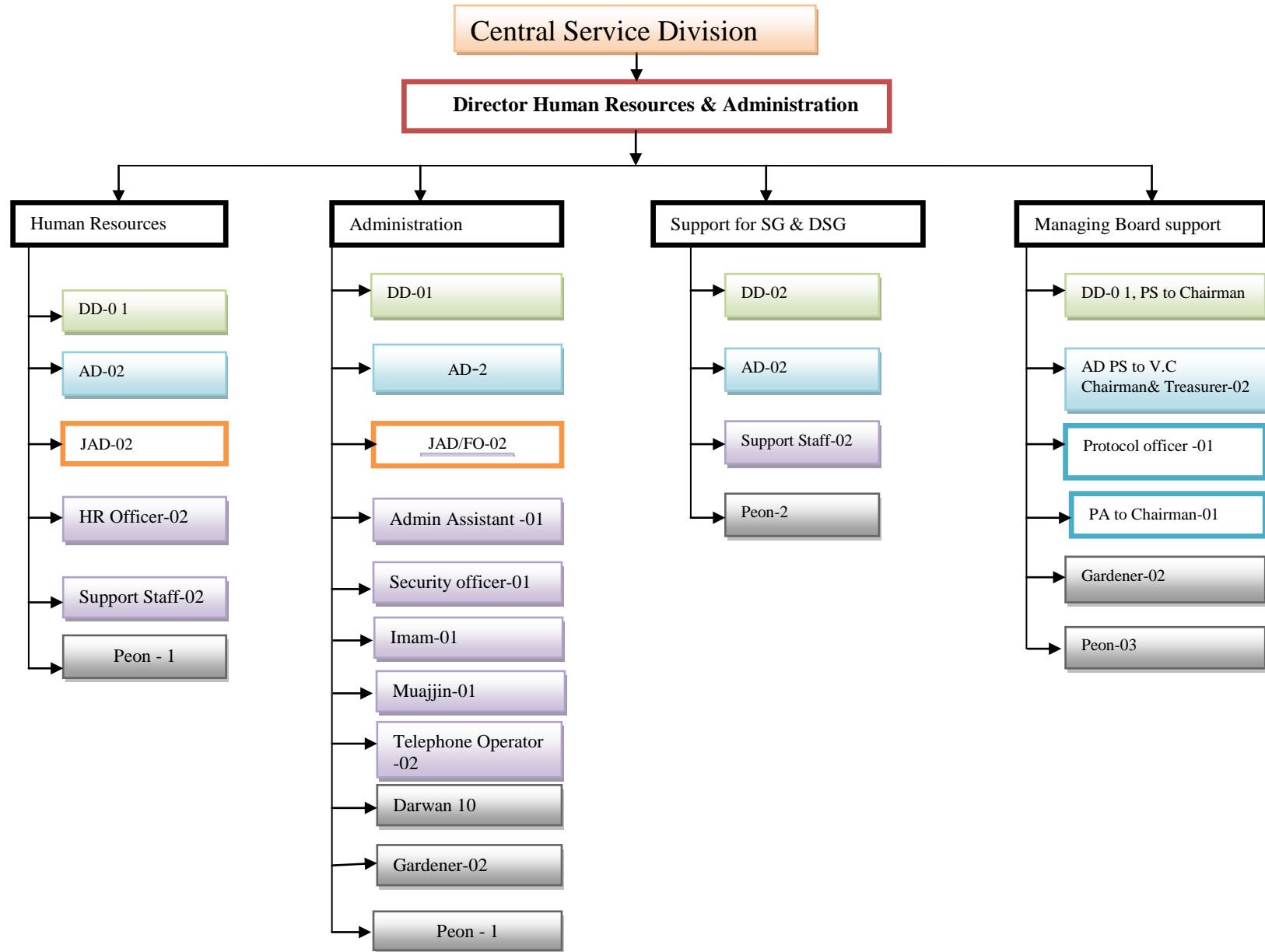
Key Notes to the Organogram

1. Prior to the introduction of the new structure there were 5 divisions and 17 departments.
2. The new structure requires 5 divisions and 18 departments & 19 directors including Legal Affairs.
3. Currently the Society has 17 Directors including the Legal Affairs Director and the Director posted at Janmison Hospital in Chittagong.
4. 15 Departments and Legal Affairs Cell are with Directors & 3 Departments (Health Services, Blood Program and HR & Admin) needs to be filled now or later.
5. Among 5 Divisions, traditionally Deputy Secretary General Heads the DRM Division and remaining 4 Divisions shall be distributed among 2 Divisional Chiefs (appointed on a contractual basis). OD and Health Division will be headed by one Divisional Chief while Central Service Division and Finance Division will be headed by another Divisional Chief.
6. All positions report to Secretary General through Deputy Secretary General.
7. The Legal Affairs Director will be an advisor to Secretary General. (it will be a cell with a Director, one Law Officer and one Support Staff).
8. The sanctioned positions in each department are 1=Director, 1=DD & 1=AD, 1= JAD, 2= supporting staff & 1=Peon.
9. A Logistics Department has been created that will combine transport, warehouse (stores), procurement and ICT
10. A Community Development (CD) Department has been created under DRM Division.
11. The Communication has been combined with International Relation as these focus on image building.
12. The blood programme has been made a Department on its own.
13. Additional positions have been created in the Finance and Real Estate to help facilitate effective and efficient performance of accounting and collection of revenue by these departments.
14. The Hospitals and Health Education Services report directly to Managing Board

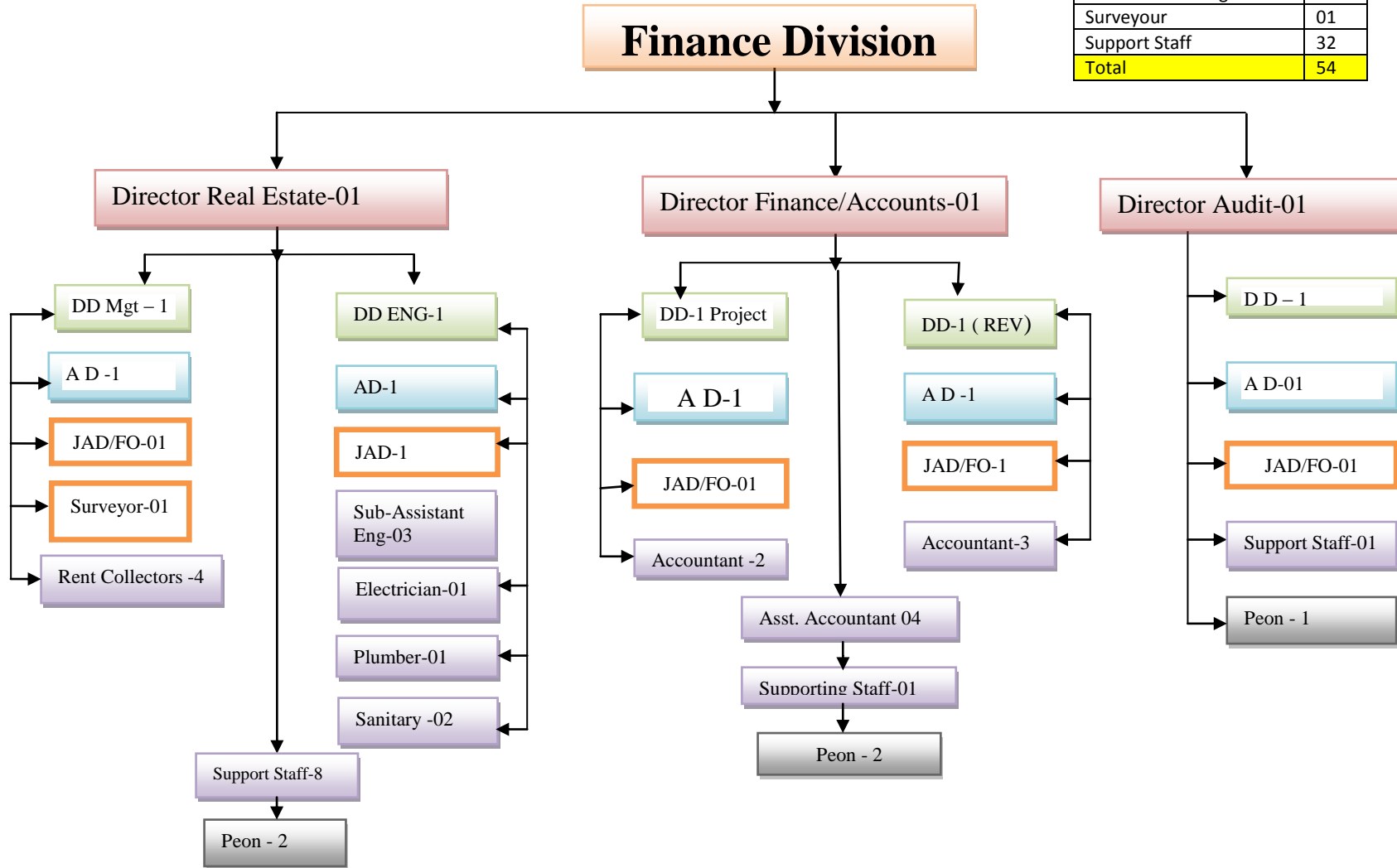
Recommendations;

15. To achieve the desired cost effective structure with a reduced staff complement, there is need to change the Staff Standing Order first which gives employees the open ended contracts.
16. All new employees should be on fixed term contracts, with a financial clause inserted that renewal will be based on availability of funding.
17. There is need to improve the revenue collection, which can help offset the current financial liabilities the society has, then a voluntary retirement plan can be put in place.
18. The staff skills Audit that will be done should have to combine with review of the job grading system based on the New designed Job Description as well.



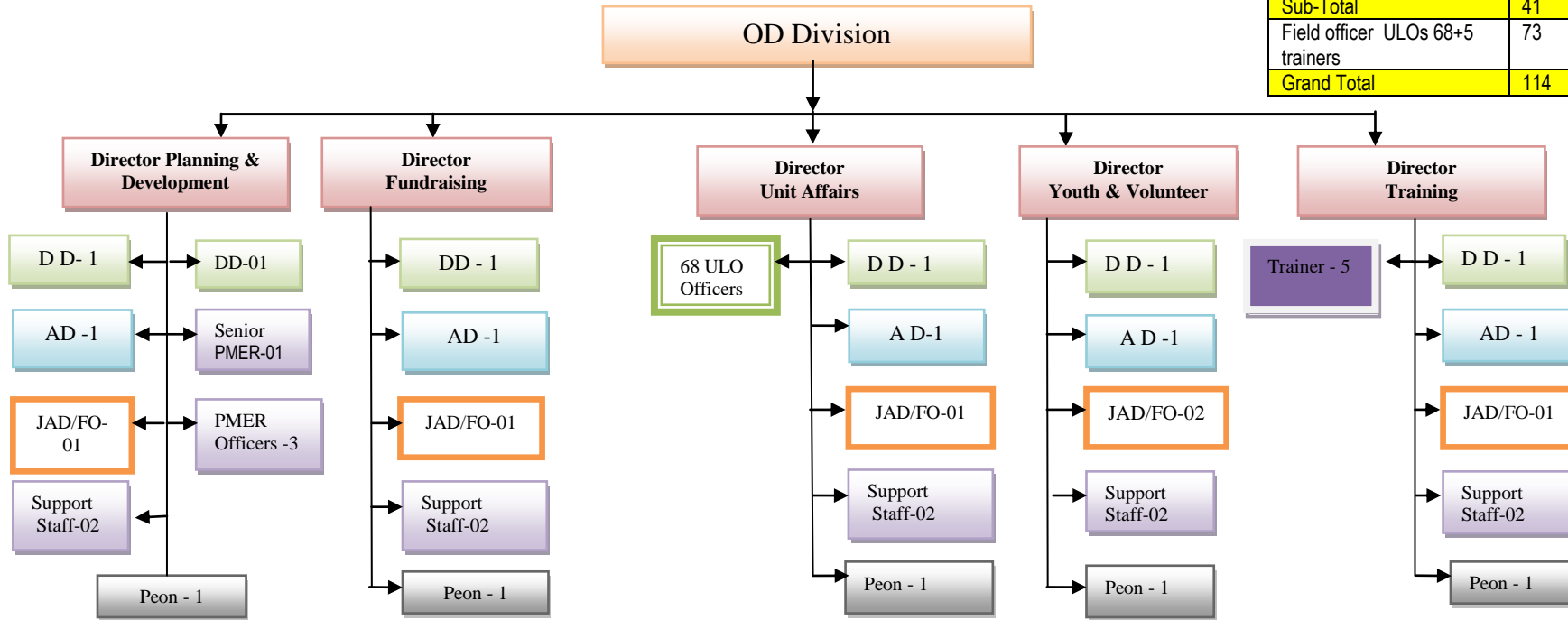


Sanctioned Positions	Total
Director	03
Deputy Director	05
Asst. Director	05
Junior Asst. Director/ FO	05
Sub-Assistant Eng	03
Surveyour	01
Support Staff	32
Total	54



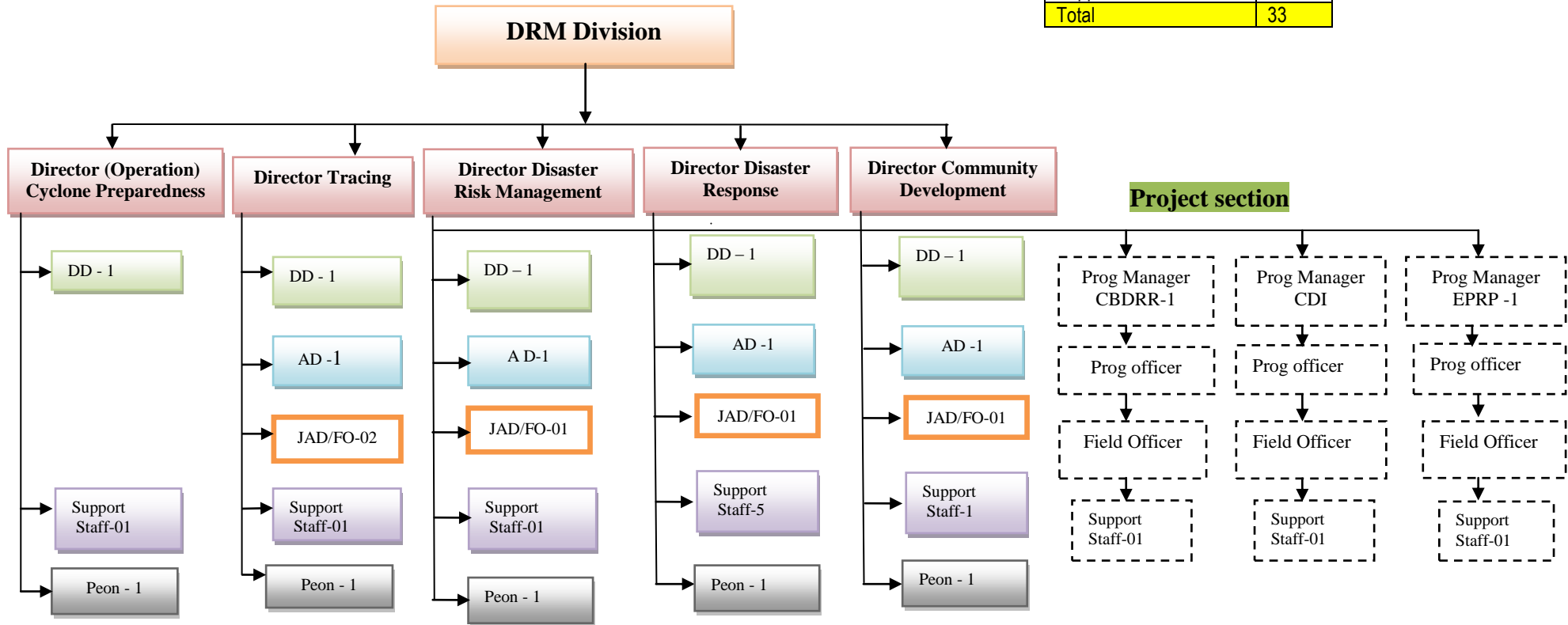
ORGANIZATIONAL DEVELOPMENT DIVISION

Sanctioned Positions	Total
Director	05
Deputy Director	06
Asst. Director	05
Junior Asst. Director	06
Support Staff	19
Sub-Total	41
Field officer ULOs 68+5 trainers	73
Grand Total	114

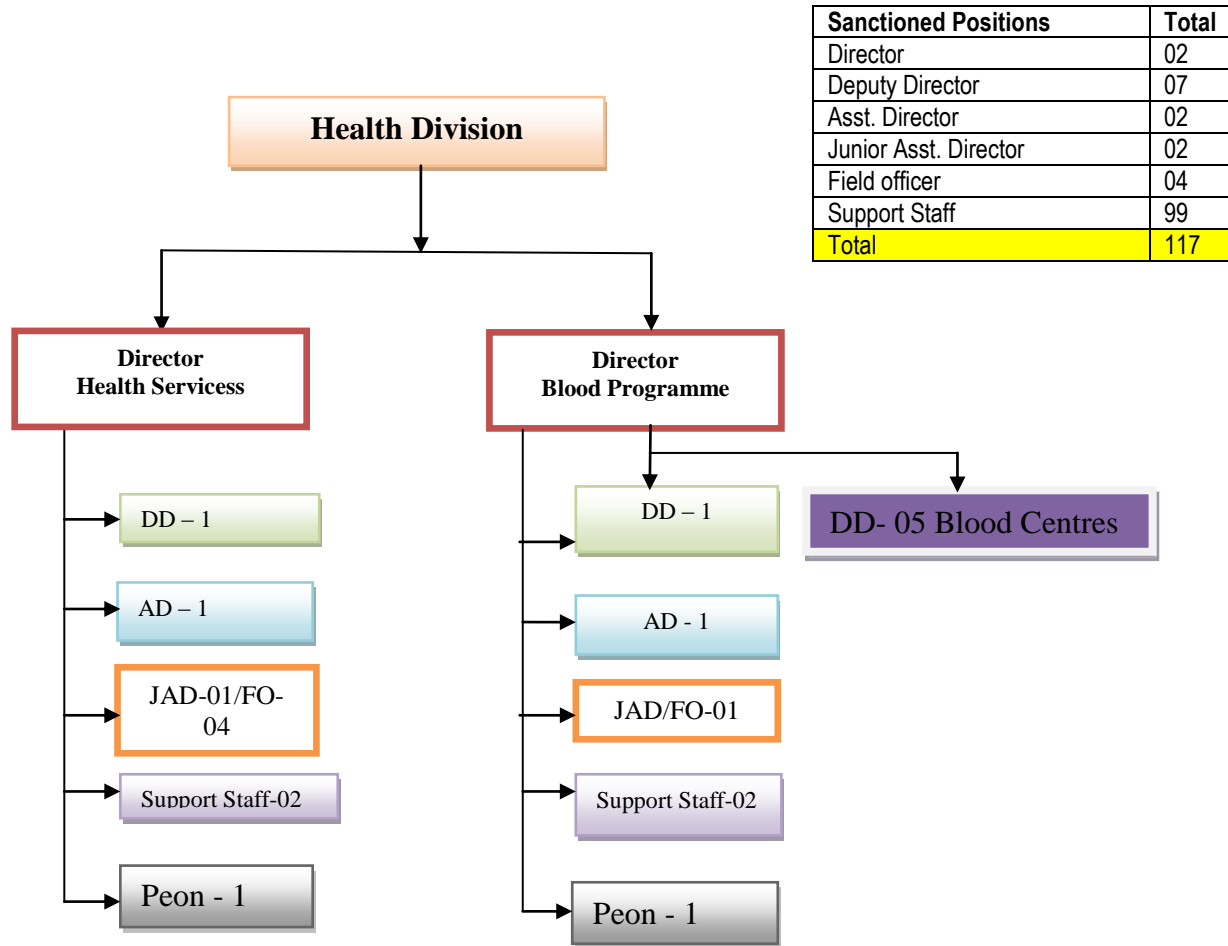


DISASTER RISK MANAGEMENT DIVISION

Sanctioned Positions	Total
Director	05
Deputy Director	05
Asst. Director	04
Junior Asst. Director/FO	05
Support Staff	14
Total	33

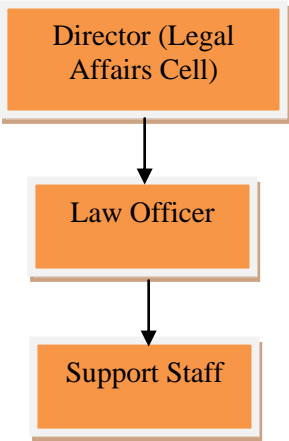


HEALTH SERVICES DIVISION



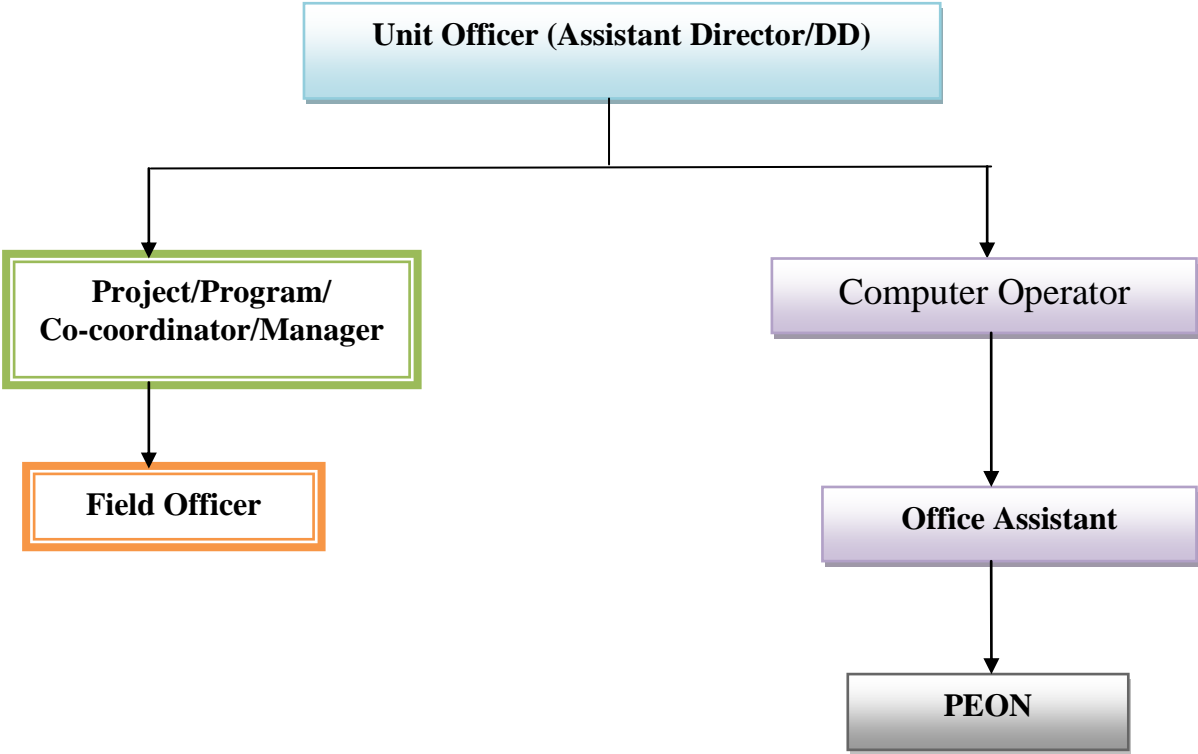
Sanctioned Positions	Total
Director	02
Deputy Director	07
Asst. Director	02
Junior Asst. Director	02
Field officer	04
Support Staff	99
Total	117

LEGAL AFFAIRS CELL



Sanctioned Positions	Total
Director	01
Law Officer	01
Support Staff	01
Total	03

Standard (Maximum) Unit with a number of Project/Program



Smallest Unit Structure (Minimum) with fewer activities

