

Norms for Selection of Manpower in ULB

Approach

- Three level Decentralized approach as WLA, ZA and CLA
- The duties of WLA, ZA and CLA are as follows

Ward Level Administration (WLA)

- Responsible for ensuring storage of segregated waste at source, primary collection of waste, street sweeping and taking the waste to waste storage depots, clearing debris and cleaning surface drains and public spaces
- The cleaning of each street, lane, by-lane, markets and public space should be regularly supervised by the ward-level supervisors

Zonal Administration (ZA)

- Each Zone can cover a population of about 5 lac people.
- ZA should effectively supervise and support the work of WA and also provide Zonal level support such as construction and upkeep of flooring under the communal waste storage sites, transportation of waste to the transfer station, processing plant and disposal sites.

City Level Administration (CLA)

- CLA should supervise and support the ZA and in cases where the fleet of vehicles is not decentralized at the zonal level, the central SWM Department should look after the transportation of waste from the waste storage sites on a daily basis.
- Responsible for procurement and upkeep of vehicles, construction of transfer stations, setting up and maintenance of processing plants, incineration plants as well as for managing the disposal sites in an environmentally acceptable manner

City Level Administration (CLA) Contd

- Responsible for procurement of land for processing and disposal of waste.
- Take policy decisions and co-ordinate the activities of all the zones and the wards and be answerable to the Chief Executive and elected body for the efficient functioning of the department.
- Look after the recruitment of manpower, human resources development, training etc

Qualification of Officers dealing with SWM

- The subject of SWM so far being handled by Health Officers (who are medical doctors) in most cities, now needs to be handled by environmental engns or public health engineers with the support of mechanical/automobile engineers to handle workshop facilities.
- Qualified engineers should, therefore, be regularly inducted in cities above 1 lakh population

Staffing Norms

- PI See Table 1 next slide

City Population	1 Lac	2 Lac	5 Lac	20 Lac	40 Lac	Over 40 Lac
SWM Supervisory cadre						
C.E. = Chief Engineer to be a Public Health/Environmental Engineer in Charge of city of SWM Deptt. in cities about 40 lakh	-	-	-	-	-	1
S.E.= Superintending Engineer to be a Public Health/Environmental Engineer of cities above 20 lac @ (1 per 40 lakh pop or part)	-	-	-	-	1	1+
E.E.= Executive Engineer to be a Public Health/Environmental Engineer for cities above 5 lac population @ (1 per 20 lac pop or part)	-	-	-	1	2	2+
A.E.E = Asstt. Executive Engineer to be a Public Health/Environmental Engineer in the cities above 2 lac population @ (1 per 5 lac pop or part)	-	-	1	4	8	8+
A.E.= Asstt. Engineer to be a Public Health/Environmental Engineer in cities above 1 lac population @ (1 per 2 lac pop or part)	-	1	2	8	16	16+
S.O.= Sanitary Officer to have Sanitary Diploma (1 per 1 lac pop)	1	2	5	20	40	40+
S.I.= Sanitary Inspector to have Sanitary Diploma (1 per 50,000 pop or 1 per 80 sweepers* whichever is less)(1 per 2 SSI)	2	4	10	40	80	80+
S.S.I = Sanitary Sub-Inspector, a diploma holder in Sanitation (1 for 25,000 pop or 1 per 40 Sweepers, whichever is less(?? Or per 2 SS ??)	4	8	20	60	80	160+
Mukadam or Jamadar or Daffadar or Maistry who is literate, (1 for 12,500 pop or 1 per 20 sweepers, whichever is less)	8	16	40	160	320	320+
Sweepers (1 no for a population of 10,000 (covering 500 running metre).	10	20	50	200	400	400+
For every 1500 persons (300 houses) 1 waste collector	67	134	335	1,340	2,680	2,680+