

अरुण बरोका, आई.ए.एस.

सयुक्त सचिव

**Arun Baroka, IAS**  
Joint Secretary



भारत सरकार  
पेयजल एवं स्वच्छता मंत्रालय  
बी-2 विंग, चौथी मंजिल, पर्यावरण भवन  
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**Government of India**  
**Ministry of Drinking Water and Sanitation**  
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Sir/Madam

Swachh Bharat is the most important initiative undertaken by the States and this country to eliminate open defecation and achieve swachhta in a time-bound manner. This gigantic work requires trained manpower at all levels.

2. The Swachh Bharat Mission (Gramin), para 7 of the guidelines, provides an indicative manpower structure at the State, district and sub-district levels that should be in place to carry out this work. This includes a team of 8-10 specialists at the district level and few specialists at the block level. These people are required so that they can provide adequate support to the district Collector for behaviour change component, trainings, solid liquid waste management, etc.

3. While most States have put this structure in place, some States still do not have adequate dedicated manpower at these levels. Besides these people, Swachh Bharat requires foot soldiers - swachhagrahis/motivators to do the actual work of interpersonal communication and triggering of behaviour change in villages. The motivators need to be provided proper training in community approaches, and a mechanism also put in place to provide them suitable honorarium, linked preferably to specific outcomes such as achievement of open defecation free (ODF) villages. In this regard, the Ministry has already requested States to share the information, vide this Ministry's letter of even no dated 14<sup>th</sup> August, 2015

4. I will be grateful if the information regarding manpower and incentive structure existing in your State is communicated to us in the format attached herewith.

With regards

Your's Sincerely

  
(Arun Baroka)

To,

Principal Secretary/Secretary In-charge of Rural Sanitation All States/UTs

## Swachh Bharat Mission- Gramin

Name of the State: -

As On:-

### Format for Providing Information on Manpower Structure

HRD Structure for the Implementation of SBM-G		Incentive Structure for their functioning
Suggested Administrative Structure as per SBM-G Guidelines		HRD Structure Available in the State
<b>State Level</b>	Director-1, State Coordinator-1, Consultants- HRD/IEC/M&E/SLWM/MIS/Accountant/Data Entry Operator- Each one	
<b>District level</b>	District Coordinator i/c of SBM(G)- 1, Assistant Coordinator(tech)-1, Consultant-IEC/HRD/M&E cum MIS/Sanitation & Hygiene/SLWM/Accountant/Data Entry Operator – Each One	
<b>Block Level</b>	Full time Block Sanitation Officer(BSO)-1, Block Coordinator/Data Entry Operator- Each One, A team of Social Mobiliser and Technical Supervisor for 20-30 GPs	
<b>GP Level</b>	VWSC as a Sub Committee of Gram Panchayat with 50% women members and representatives of SC/ST and poorer section, Swachhta Doots	

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