



## **60<sup>th</sup> Meeting of the Governing Body**

### **Supplementary Agenda**

**Sports Authority of India  
New Delhi**

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## Supplementary Agenda Item No.1

### Change in Cadre Strength of High Performance Analysts and Performance Analysts

Sports Authority of India (SAI) has been implementing various sports promotional schemes, in the Regional Centres, Academic Institutions and SAI Training Centres (STC) across the country to identify talented sports persons and nurture them to excel at national and international competitions. Hence to facilitate and provide objective information through a range of performance data to the athletes & coaches and continuously guide them in achieving performance enhancement at different levels of competitions, sports science facilities hold crucial importance. With regard to scientific backup at NCOEs, specialized equipment as well as manpower are being made available in all the NCoEs. Further, National Center for Sports Science and Research (NCSSR) has been established at IG stadium on hub and spoke model basis.

2. With regard to the specialized manpower at all the NCoEs, various posts have been approved as a part of the sanctioned cadre strength subsequent to the approval of Cadre Restructuring in Sports Authority of India in the year 2022. The number of posts sanctioned and the remuneration for each post is as follows:

**TABLE-I**

<b>S. No.</b>	<b>Name of the Post</b>	<b>Sanctioned Strength</b>	<b>Remuneration as per Recruitment Rules for contract appointment</b>	<b>Current remuneration being offered</b>
1.	High Performance Analyst (HPA)	138	Consolidated pay to be fixed in the pay level-10 (Rs. 56,100/- to Rs. 1,77,500/-) as appropriate.	Rs. 1,05,000/-
2.	Performance Analyst (PA)	93	Consolidated pay to be fixed in the pay level-6 (Rs. 35,400/- to Rs. 1,12,400/-) as appropriate.	Rs. 60,000/-

3. Hence, it is evident from the Table-I above that the number of posts sanctioned for the post with higher pay and greater responsibilities are more than the post with lesser pay and lesser responsibilities which is against the basic hierarchical structure followed in any professional setup forming a pyramid.

4. Further, a difficulty has been faced in filling up the HPA posts vis-à-vis the PA posts which is primarily due to the fact that the essential work experience requirement in case of HPA is considerably higher than in PA i.e. 5 years of work experience in relevant field in case of HPA while nil experience is required for the post of PA. This may also primarily be due to the fact that sports science is a niche domain and the availability of scientific experts in India is very minimal

at present. The number of candidates who are found to be eligible for the post of Performance Analyst is significantly higher than those for the post of High Performance Analyst. The data from the previous recruitment drives conducted for both the posts corroborates the same.

5. The detailed break-up of sports science discipline wise sanctioned strength and present strength is also stated in the table below:

**TABLE-II**

S. No.	Name of Post	Sports Science Discipline	Number of Sanctioned Posts	Present Strength	Number of Vacant Posts at present
1.	HPA	Biochemistry	2	1	1
2.	HPA	Biomechanics	13	4	9
3.	HPA	Nutrition	13	12	1
4.	HPA	Physiology	13	8	5
5.	HPA	Physiotherapy	42	35	7
6.	HPA	Psychology	13	12	1
7.	HPA	Strength And Conditioning	42	17	25
<b>TOTAL (HPA)</b>			<b>138</b>	<b>89</b>	<b>49</b>
8.	PA	Anthropometry	13	10	3
9.	PA	Biomechanics	10	5	5
10.	PA	Nutrition	10	5	5
11.	PA	Physiology	10	6	4
12.	PA	Physiotherapy	20	15	5
13.	PA	Psychology	10	7	3
14.	PA	Strength And Conditioning	20	5	15
<b>TOTAL (PA)</b>			<b>93</b>	<b>53</b>	<b>40</b>

6. The table above depicts that there are a significant number of vacancies which exist in HPA as well as PA, however two recruitment drives have been completed for the post of HPA while for PA only one recruitment drive has been completed. By downgrading of the posts, it is highly likely that the vacant posts will be filled which will not only help in fulfilling the demands of various SAI NCOEs w.r.t. the scientific manpower but at the same time it will help in nurturing and capacity building of talent scientific experts over time who will subsequently become eligible for the post of HPA as well and will ensure to increase competition for the post of HPA.

7. Hence, in light of the aforementioned points, it is proposed that the number of posts for Performance Analyst (PA) may be increased vis-à-vis High Performance Analysts (PA) on a financially neutral model. This may be done by fixing a ratio of 1:3 in this cadre i.e. the strength of HPA: the strength of PA will be 1:3. The ratio can be achieved by restructuring the number of posts as follows:

**TABLE-III**

<b>S. No.</b>	<b>Name of Post</b>	<b>Current Monthly Remuneration being offered (in Rs.)</b>	<b>Present Sanctioned Strength</b>	<b>Present Monthly Financial Implication (in Rs.)</b>	<b>Proposed Sanctioned Strength</b>	<b>Proposed Monthly Financial Implication (in Rs.)</b>
<b>1.</b>	<b>HPA</b>	1,05,000	138	1,44,90,000	70	73,50,000
<b>2.</b>	<b>PA</b>	60,000	93	55,80,000	212	1,27,20,000
<b>TOTAL</b>			<b>231</b>	<b>2,00,70,000</b>	<b>282</b>	<b>2,00,70,000</b>

8. The sports science discipline wise breakup will be finalized in consultation with NCSSR subsequent to the approval of the proposal. The present incumbents which are in the post of High Performance Analyst and are over and above the proposed sanctioned strength of HPA will continue to serve in SAI till the natural conclusion of their contract/resignation/ termination etc. i.e. the extra number will become a dying post and will cease to exist upon vacation by the present incumbent. Therefore, the proposal for restructuring the sanctioned strength for the post of High Performance Analyst and Performance Analyst was submitted to Finance Committee of SAI in its 123<sup>rd</sup> meeting held on 06.08.2024 which concurred the proposal and recommended to be place the same before the Governing Body for its approval.

**Governing Body is solicited to approve the proposal for Restructuring the Sanctioned Strength for the Post of High Performance Analyst and Performance Analyst by maintaining financial neutrality.**

## Supplementary Agenda Item No: 2

### Standardization of Tenure for Contractual Appointments in Sports Authority of India

Sports Authority of India (SAI) has been implementing various sports promotional schemes, in the Regional Centres, Academic Institutions and SAI Training Centres (STC), across the country to identify talented sports persons and nurture them to excel at National and International Competitions. In its endeavour to support the athletes at all levels, various types of posts have been sanctioned to take care of the administrative/ coaching/scientific requirements of the athletes and SAI at large.

2. The different types of posts which are being filled on a routine basis have been created either by virtue of them being sanctioned in the cadre strength of SAI or the approval of Governing Body or Executive Committee of NSDF, depending on case to case basis. However, the tenure of the contractual appointment varies from post to post, which is elaborated based on some examples as follows:

**TABLE-I**

<b>S. No.</b>	<b>Name of the Post</b>	<b>Current Tenure of Contractual Appointment</b>
<b>1.</b>	High Performance Director (HPD)/ High Performance Analyst (HPA)/ Performance Analyst (PA)/ Assistant Coach/ Coach etc.	Initial contract of one year and extendable in cycle of one year subject to a maximum of 8 years
<b>2.</b>	Lead (Research), Manager (Athlete Relations) and various other posts in TOPS division	Initial contract of two years and further extendable in cycle of one year subject to a maximum of 5 years

3. Hence, it is evident from above and in order to ensure parity among the various posts, there is a need for standardization of the tenure across the posts. The Olympic cycle is of four years and a considerable amount of time is required by each employee to ensure effectiveness and efficacy in work.

4. The above provision will act as an amendment for the posts for which tenure is prescribed in the Recruitment Rules and for the other posts which have been created with the approval of Governing Body/ Executive committee etc. the provision will simply be added in the terms and conditions of the notification of advertisement.

5. Therefore, considering the above facts in view, proposal is submitted to the Governing Body that the tenure for all the contractual appointments in Sports Authority of India shall henceforth be amended as '*Contract of 4 years without any further extension (in any case whatsoever, further extension will not be provided)*'.

**Approval of Governing Body is solicited for standardization in tenure for all the contractual appointments in Sports Authority of India by amending it as '4 years without any further extension'**

### Supplementary Agenda Item No.3

#### Revision in Recruitment Rules in Sports Science Cadre

Sports Authority of India (SAI) has been implementing various sports promotional schemes, in the Regional Centres, Academic Institutions and SAI Training Centres (STC), across the country to identify talented sports persons and nurture them to excel at National and International competitions. Hence to facilitate and provide objective information through a range of performance data to the athletes & coaches and continuously guide them in achieving performance enhancement at different levels of competitions, sports science facilities hold crucial importance. With regard to scientific backup at NCOEs, specialized equipment as well as manpower is being made available in all the NCoEs. Further, National Center for Sports Science and Research (NCSSR) has been established at IG stadium on hub and spoke model basis.

2. With regard to the specialized manpower at all NCoEs, various posts have been approved as a part of sanctioned cadre strength subsequent to the approval of Cadre Restructuring in Sports Authority of India in the year 2022. The posts which have been approved are as follows:

S. No.	Name of the Post	Existing Sanctioned Strength	Equivalent Level in Pay Matrix
1.	Dean	2	13
2.	Head Of Sports Science	1	12
3.	High Performance Director (HPD)	23	12
4.	Medical Officer (MO)	23	11
5.	High Performance Analyst (HPA)	138	10
6.	Performance Analyst (PA)	93	6
7.	Massage Therapist (MT)	104	4

3. Subsequent to the cadre restructuring and notification of Recruitment Rules (RR) in SAI, several recruitment drives for various posts in Sports Science cadre have already been conducted with the following eligibility criteria (as per RR) and the equivalence criteria (based on report dated 01.11.2022):

Name of Post	Eligibility Criteria	Equivalence Criteria	Essential Experience Criteria
<b>HIGH PERFORMANCE DIRECTOR (HPD)/ HIGH</b>	Bachelors' Degree in Physiotherapy/ or equivalent from any recognized University/	No Equivalence	10 Years of experience in relevant field for HPD/ 5



<b>PERFORMANCE ANALYST (HPA)/ PERFORMANCE ANALYST (PA)</b>	<b>Institution OR</b>		years of experience in relevant field for HPA/ nil experience for PA
	Bachelors' Degree in Medical/Human/Sports and Exercise Physiology/Life Science/ Biological Sciences/ or equivalent from any recognized University/ Institution <b>OR</b>	No Equivalence	<b>OR</b>
	Bachelors' Degree in Anthropology from any recognized University/ Institution <b>OR</b>	-	08 Years of experience with Masters in relevant field for HPD/ 3 years of experience with Masters in relevant field for HPA
	Bachelors' Degree in Psychology/ or equivalent from any recognized University/ Institution <b>OR</b>	No Equivalence	<b>OR</b>
Bachelors' Degree in Sports and Exercise Science/ Sports Science/ Sports Coaching & Exercise Science/ Physical Education/ Diploma in Sports Coaching/ or equivalent from any recognized University/ Institution with S&C certification/ specialization <b>OR</b>	S&C Certifications for consideration are:  ACSM/ NSCA- CSCS/ ASCA/ UKSCA/ NCCA US CCA (Collegiate Strength and Conditioning Coaches Association)/ Strength and Conditioning six-month certificate of NSNIS, Patiala/ Level 4,6,7 NSDC Fitness trainer and Strength and Conditioning certificate course in gym instructor and gym management from government institution/ Personal fitness		<b>OR</b>  05 Years of experience with PhD in relevant field for HPD/ nil experience with PhD in relevant field for HPA

		<p>training certificate from government institution/ EXOS performance Specialist course with ACSM credits</p> <p>Bachelor of Physiotherapy (BPT) to be considered equivalent with Sports and Exercise Science.</p>	
	<p>Bachelors' Degree in Biochemistry/ Chemistry with Biochemistry/ or equivalent from any recognized University/ Institution <b>OR</b></p>	<p>No Equivalence</p>	
	<p>Bachelors' Degree in Nutrition &amp; Dietetics/ Food Science &amp; Nutrition/ or equivalent from any recognized University/ Institution <b>OR</b></p>	<p>Bachelors in following Subjects:  Nutrition/ Food &amp; Nutrition/ Food Nutrition and Dietetics/ Clinical Nutrition and Dietetics/ Home Science/ Home Science with Specialization in Nutrition, Chemistry and Zoology/ Clinical Nutrition &amp; Dietetics/ Dietetics and Food Service Management/  Applied Nutrition/ Applied Nutrition and Dietetics/  Sports Sciences with Sports</p>	

		Nutrition as one of the major subjects.	
	Bachelors' Degree with Biomechanics as specialization / or equivalent from any recognized University/ Institution <b>OR</b>	Bachelor of Physiotherapy (BPT), Bachelor of Occupational Therapy (BoTh), Bachelor of Sports Sciences, Bachelors in Exercise and Sports Sciences, Bachelor in Physical Education, B.tech. In Biomedical Engineering	

4. Based on the eligibility and equivalence criteria tabulated above, the recruitment drives have been conducted and several issues have come to the notice which is elaborated below:

- Some of the candidates despite of having expertise, post graduation and work experience in the relevant fields were not able to fulfill the eligibility criteria since they did not have graduation the prescribed subject/ stream.
- Most of the universities in India, including the six universities that have MYA&S funded sports science departments under NCSSR scheme are offering post graduation degrees in a subject with bachelors in different equivalent subjects:
  - **Example 1:** Central University of Rajasthan is offering M.Sc. in Sports Nutrition with the eligibility criteria as Bachelors' degree in any medical (MBBS, BDS, BAMS)/BPT/ Allied Medical Sciences as well in addition to others,
  - **Example 2: Guru Nanak Dev University offering M.Sc. in Sports and Exercise Physiology with eligibility criteria** Bachelors' degree in any medical (MBBS, BDS, BAMS)/BPT/ Allied Medical Sciences/B. Pharma etc. as well in addition to others.

- Therefore, it is apparent from the above mentioned points that in most of the sports science disciplines (under HPD/ HPA/ PA), the subjects' requirement is specific in nature and specialization of the said academic courses is done at the Masters' level mostly. For Example:
  - In the discipline of Biochemistry, mostly candidates are having post graduation in Biochemistry rather than having a Bachelors' degree in Biochemistry. A candidate who was worked with SAI earlier had her Masters as well as PhD in the discipline of Biochemistry along with the relevant work experience, however she does not fulfill the eligibility criteria for the post of PA/HPA/HPD in SAI.
  - Historically, the absence of domestically provided bachelors' degree in Sports Science or Strength and Conditioning prompted many Indian professionals to obtain their qualifications from overseas institutions, predominantly at Masters' level, however, they too are ineligible as per the prevailing eligibility criteria.
- Hence, there is a need to incorporate post graduation degree in the existing eligibility criteria. In order to ensure wider competition and availability of adequate and trained scientific professionals for SAI.

5. Further, NSNIS, Patiala, a premier Institution and Academic Wing of SAI, which has a rich legacy of contributing to the development of sports in India has started post graduate diploma courses in order to ensure excellence and high performance in sports training in the following disciplines:

- a. Post Graduate Diploma in Sports Performance Analysis
- b. Post Graduate Diploma in Exercise Physiology
- c. Post Graduate Diploma in Sports Nutrition
- d. Post Graduate Diploma in Sports Psychology
- e. Post Graduate Diploma in Strength and Conditioning

6. It is relevant to note that to retain and enhance the utility and appeal of these courses being run by NSNIS, Patiala, it is important to establish a strong linkage with the job opportunities in the market. Hence, these niche areas requiring high level of specialization are in a nascent stage in the country and as such it is the need of the hour to tap in such potential in order to ensure that a pool of highly skilled and specialized sports science personnel is created to cater to the increasing demand of the sporting ecosystem of India.

7. Hence, approval of Governing Body is sought for amendment in the Recruitment rules of Sports Science Cadre and the proposed recruitment rules subsequent to the amendment shall be as follows:

Name of Post	Eligibility Criteria	Essential Experience Criteria
<p><b>HIGH PERFORMANCE DIRECTOR (HPD)/ HIGH PERFORMANCE ANALYST (HPA)/ PERFORMANCE ANALYST (PA)</b></p>	<p>Bachelors’/ Masters’ Degree in Physiotherapy from any recognized University/ Institution <b>OR</b></p>	<p>10 Years of experience in relevant field for HPD/ 5 years of experience in relevant field for HPA/ nil experience for PA</p>
	<p>Bachelors’/ Masters’ Degree in Physiology/ Medical Physiology /Human Physiology /Sports and Exercise Physiology/Life Science/ Biological Sciences from any recognized University/ Institution <b>OR</b> Post Graduate Diploma in Exercise Physiology from NSNIS, Patiala <b>OR</b></p>	
	<p>Bachelors’/ Masters’ Degree in Anthropology from any recognized University/ Institution <b>OR</b></p>	<p><b>OR</b> 08 Years of experience with Masters in relevant field for HPD/ 3 years of experience with Masters in relevant field for HPA</p>
	<p>Bachelors’/ Masters’ Degree in Psychology/ Sports Psychology from any recognized University/ Institution or Post Graduate Diploma in Sports Psychology from NSNIS, Patiala <b>OR</b></p>	
	<p>Bachelors Degree in Sports and Exercise Science/ Sports Science/ Strength and Conditioning from any recognized University/ Institution with S&amp;C certification/ specialization  or Bachelors’/ Masters’ Degree Sports Coaching &amp; Exercise Science/ Physical Education/ Diploma in Sports Coaching/ Physiotherapy from any recognized University/ Institution with S&amp;C certification/ specialization</p>	<p><b>OR</b> 05 Years of experience with PhD in relevant field for HPD/ nil experience with PhD in relevant field for HPA</p>

	<p>or Masters' Degree in Sports and Exercise Science/ Sports Science/ Strength and Conditioning/ Athletictraining</p> <p>or Post Graduate Diploma in Strength and Conditioning from NSNIS, Patiala</p> <p><b>S&amp;C Certifications for consideration are:</b></p> <p>ACSM/ NSCA-CSCS/ ASCA/ UKSCA/ NCCA US CCA (Collegiate Strength and Conditioning Coaches Association)/ Strength and Conditioning six-month certificate of NSNIS, Patiala/ Level 4,6,7 NSDC Fitness trainer and Strength and Conditioning certificate course in gym instructor and gym management from government institution/ Personal fitness training certificate from government institution/ EXOS performance Specialist course with ACSM credits</p> <p><b>OR</b></p>	
	<p>Bachelors'/ Masters' Degree in Biochemistry/ Sports Biochemistry Chemistry with Biochemistry from any recognized University/ Institution <b>OR</b></p>	
	<p>Bachelors'/ Masters' Degree in Nutrition &amp; Dietetics/ Food Science &amp; Nutrition/ Nutrition/ Food &amp; Nutrition/ Food Nutrition and Dietetics/ Clinical Nutrition and Dietetics/ Home Science/ Home Science with Specialization in Nutrition, Chemistry and Zoology/ Clinical Nutrition &amp; Dietetics/ Dietetics and Food Service</p>	

	<p>Management/ Applied Nutrition/ Applied Nutrition and Dietetics/ Sports Sciences with Sports Nutrition as one of the major subjects/ <i>Sports Nutrition</i> from any recognized University/ Institution or Post Graduate Diploma in Sports Nutrition from NSNIS, Patiala <b>OR</b></p>	
	<p>Bachelors'/ Masters' Degree in Biomechanics/ Sports Biomechanics/ Physiotherapy/ Occupational Therapy/ Sports Sciences/ Exercise and Sports Sciences/ Physical Education/ Biomedical Engineering/ Biophysics from any recognized University/ Institution or Post Graduate Diploma in Sports Performance Analysis from NSNIS, Patiala</p>	

**Approval of Governing Body is solicited for revision in Recruitment Rules of Sports Science Cadre as tabulated above.**

## Supplementary Agenda Item No. 4

### Hybrid Training Programme for past International Athletes

SAI Netaji Subhash National Institute of Sports (NSNIS) Patiala, established in 1961, is a premier institution dedicated to sports coaching and education. With a legacy of producing world-class athletes and fostering a culture of excellence, NSNIS Patiala leads in developing innovative programs for the evolving sports ecosystem.

However, transitioning from athlete to coach requires skill upgrades and formal training in sports science, training plan design, periodization, computer skills, and athlete management.

Therefore, in our endeavor towards Capacity building of Athletes and Coaches, it is proposed to introduce a hybrid (blended) Training Program designed for past international athletes to facilitate their transition to coaching roles. Combining in-person learning with online education, this model offers accessibility, greater outreach, flexibility, and cost-effectiveness. Moreover, it becomes difficult to pursue full-time training program for past international athletes due to their regular participation in various sports competitions, sports events&camps for e.g. Hockey. Besides, the athletes have commitment to their respective Central/State jobs.

This proposal reaffirms our commitment to an athlete-centric approach, ensuring our training programs meet the unique needs of elite athletes transitioning to impactful coaching roles. By investing in their professional growth, we enhance the quality of coaching and contribute to the sustained success of Indian sports globally.

The framework of the course proposed may be seen at **Annexure-I** as attached alongside this agenda.

As evident from **Annexure-I**, in order to meet the requirements of the Olympian/Paralympian/International Participants, a ratio of 70:30 has been maintained between physical/offline programme and online classes in terms of hours and a ratio of 49:51 has been maintained between physical/offline programme and online classes in terms of days.

It is also to mention that the Theory hours have been reduced to 65% of those in the regular courses to customize the course to meet the requirements of the proposed participants.

Existing Resources Persons/Faculty from NS NIS Patiala may be utilized for conducting the proposed training programme and hence no additional expenditure for conducting the proposed training is expected.

### Approval of Governing Body is solicited for conducting the Hybrid Training programme for Past Athletes



## Supplementary Agenda Item No. 5

### Policy for International Competition Exposure for NCOE & STC Athletes

1. In its endeavour to train athletes for achieving excellence in Olympics and other International Events, SAI in October 2019 had decided to modernize/upgrade 23 centres as National Centres of Excellence (NCOEs) across India. The NCOE scheme was envisaged to provide state of the art infrastructure, equipment and scientific backup along with specialized training, upgraded boarding and lodging facilities, sports kit, competition exposure, insurance expenses etc. in respect of talented athletes. The athletes in NCOEs are inducted on a pan India basis through the Talent Identification and Development Committee (TIDC). Some of the NCOEs are being run in association with concerned National Sports Federations.

2. The NCOE scheme operates as regular coaching camp for the best available talent among juniors in India and provides concurrent layers of prospective sports persons, giving a wider choice of talent and continuity for selection to National Teams and provides alternative second and third options too. NCOEs are capable of accommodating elite to development athletes.

3. NCOE athletes are young, bright, development level athletes and probable medal winners in long run. These athletes need proper nurturing by giving them adequate competition exposure. Currently; Rs. 50,000 per athlete per annum has been provisioned for competition exposure. However, this fund can meet the expenditure towards domestic competitions only. It is also submitted that Rs 50,000 per athlete was approved way back in 2019. A need was felt to provide international competition exposure to such budding talents in order to prepare them for achieving excellence in their sports. The 102<sup>nd</sup> FC meeting held on 04.02.2022 and 56<sup>th</sup> meeting of Governing Body had approved an amount of Rs. 7 Crore per annum (considering 350 visits per annum with an approximate expenditure of Rs. 2 Lakh for an individual per visit which includes athletes, coaches and support staff of NCOEs) for International Competition/Training Exposure of NCOE athletes on a pilot basis. However, this was approved/managed from the funds allocated for domestic competition. In this context, the following few scenarios have frequently been encountered which need thoughtful resolution at the earliest:

3.1. At times, NCOE athletes are required to participate in certain build-up competitions other than the accredited and approved ones. This is required in order to acclimatize these athletes with the competition environment, provide them exposure to higher levels

of international competitions in future and to enable them to mature and progress to elite level. Result of providing this exposure to NCOE athletes has been encouraging.

3.2. At present, elite athletes in their respective age groups are getting trained abroad under schemes of Assistance to NSFs /TOPS. Hence, it is desirable that second, third and fourth layer of athletes be also provided with adequate opportunity to gain foreign competition exposure so that they can serve as a suitable replacement for elite athletes and also contribute to stronger and better bench strength.

4. Further, it is proposed that SAI may invite teams from countries / academies with good track record for training purposes to our NCOEs. This modality will foster people to people interaction, exchange of training methodologies between foreign coaches and SAI Coaches; as a result of which more players are expected to get exposure with the same / lesser budget (it is worth mentioning here that SAI in coordination with BFI organized Senior Multi-National Camp for Senior and Junior Groups of Boxers at NSNIS Patiala & NCOE Rohtak under the aegis of REC. Further, a multi-National Camp for Youth Boxers will be organized at NCOE Rohtak wherein boxers from Kazakhstan and Uzbekistan along with Indian Team will be practicing at NCOE Rohtak with Boxers of SAI NCOE).

5. The expenditure on their foreign exposure / hosting Foreign Teams / Faculty will be met from the head “competition exposure” under operational cost of NCOEs. It is also submitted that cumulative expenditure incurred under this head will be having total anticipated value of Rs.15 Crore (to be part of SAI Block Grant)

6. In view of above, there is a need to further increase the ceiling of Rs 7 Crore to Rs. 15 Crore (detailed figures are placed at **Annexure-II**) for providing better competition/training exposure opportunities to SAI athletes. Justification for Revision of Ceiling is as follows:

- i) Presently 4017 Athletes are being trained in NCOEs in 24 sports disciplines. Therefore, the number of visits i.e. 350 is on lower side and needs to be further increased. Since, the number of visits i.e. 350 was a conservative estimate at the time of approval of policy of international competition exposure for NCOE athletes on a pilot basis, it is proposed that approval may be accorded to increase the number of visits which would enable an athlete to undertake more than one international competition/training visit in a year

- ii) It has been observed that in most of the cases, only one competition exposure is being provided to athletes. In order to increase the number of visits per athlete for foreign exposure in a year, the budget needs to be increased.
- iii) Not only NCOEs, even the athletes of some STCs are found to be performing well at international level and require proper foreign exposure. Hence, such deserving STC Athletes may also be provided foreign exposure along with NCOE athletes.

7. Accordingly, the proposal is submitted for having a cap of **Rs.15 Crore** per annum for international competition/training for NCOE and STC athletes. It is further submitted that the expenditure incurred on accompanying coaches and support staff will be met from the SAI Block Grant.

8. The proposal was submitted before Finance Committee in its 123<sup>rd</sup> meeting held on 06.08.2024 which concurred the proposal in principle and recommended to be placed before the Governing Body of SAI with the following observations:

*“The Committee agreed with the proposal in-principle and recommended it to be placed before the GB for approval. The Committee also decided that the Selection Committee comprising of members of appropriate seniority be constituted for selection of the athletes. The Selection Committee should have the access to the database of the recommended athletes regarding their past training, past exposure including international competitions, athletes’ performance in domestic and international competitions, etc. The Committee further decided that ratio of female athletes approved for international competition exposure be maintained at 50%. Besides this, the Committee recommended that Para-athletes to be encouraged for international competition exposure, as far as possible. The Selection Committee will submit its recommendations to DG, SAI for approval. The Committee decided that the expenditure on the proposed international competitions exposure be incurred under SAI Block Grant. Further, the expenditure to be incurred on accompanying Coaches and Support Staff will be met also from SAI Block Grant.”*

**Governing Body is solicited to approve the proposal for International Competition exposures for SAI Scheme Athletes with a cap of Rs. 15 Crore annually in addition to the existing norms of Rs.50,000/- per athlete for Domestic Competition Exposure**

## Supplementary Agenda Item No. 6

### Procurement of various equipment for setting up the Rehabilitation Gym

A dedicated Rehabilitation Gym at the National Centre for Sports Sciences and Research (NCSSR), Indira Gandhi Sports Complex, Sports Authority of India (SAI), New Delhi is inescapable requirement to cater to the rehabilitation and training needs of our athletes. From injury recovery to performance enhancement, the facility is designed to support a spectrum of requirements, promoting holistic athlete development.

The Rehabilitation Gym will not only be a place for physical recovery but also a centre for research in sports science and rehabilitation. This initiative will encourage collaborations with research institutions, contributing to the body of knowledge in sports science and rehabilitation methodologies.

The Sports Science Expert Committee constituted for setting up of the facility submitted the report with the proposed list of 55 equipment (**Annexure-III**). It is duly vetted by the Director I/C NCSSR.

The Proposal was submitted for in-principal approval of Hon'ble Minister for setting up the Rehabilitation Gym with the sanction of Rs. 7,45,50,787/-. The approval of Hon'ble Minister has been received for initiating the procurement.

The total financial implications as per the sanctioned cost of equipment list is Rs 7,45,50,787/- (Rs Seven Crore Forty Five Lakh Fifty Thousand seven hundred eighty-seven only).

However, the total estimated price as per average of the fresh three quotations for Rehabilitation Gym with CAMC is Rs. 11,13,79,322.72/-.

The estimated price (average of three quotations) for Rehabilitation Gym equipment only i.e. without CAMC is Rs. 8,24,08,889.17/- (Rupees Eight crore twenty-four lacs eight thousand eight hundred eighty-nine and seventeen paise only).

The sanctioned amount for the Rehabilitation Gym setup is only for the equipment. Therefore, since the CAMC cost will be incurred only after the warranty period, the evaluation can be based on the estimated equipment price without CAMC i.e. Rs. 8,24,08,889.17/- (Rupees Eight crore twenty-four lacs eight thousand eight hundred eighty-nine and seventeen paise only).

In this regard, following is submitted-

1. Equipment Name – Rehabilitation Gym consisting of total 55 equipment

Total Quantity – 1 unit (Set of 68 Units of 55 different equipment).

The sanctioned value for the Rehabilitation Gym set up is Rs 7,45,50,787/-

Expenditure may be incurred under Capital head of NCSSR Scheme.

The above proposal was submitted to Finance Committee of SAI in its 123<sup>rd</sup> meeting held on 06.08.2024 which concurred the same and recommended to be place before the Governing Body with following recommendations: -

*“The Committee observed that the proposed exclusive Rehabilitation facility is a national facility and recommended that one-full wing in IGSC Hostel, each for male and female athletes, be reserved for this purpose so that the athletes across India may come to Delhi and avail the facility”*

**Approval of Governing Body is solicited for procurement of Rehabilitation Gym at the total estimated cost of Rs 11,13,79,322.72/- with CAMC and Rs 8,24,08,889.17/- without CAMC i.e. only equipment cost. The equipment will be having 2 years warranty and 3 years CAMC and the expenditure may be incurred under Capital head of NCSSR Scheme.**

## Supplementary Agenda Item No. 7

### Capacity Development Programme for all Staff and Officers of the Administrative, Scientific and Coaching Cadre

Capacity building is essential for Officers and Officials across all Cadres as it enhances their skills and knowledge. Such trainings equip them with the latest advancements in sports science and management, enabling effective decision-making and best practices. By fostering professional growth, it ensures efficient resource management and robust training programs, leading to a more organized and effective sports ecosystem and promoting excellence at various National and International forums.

1. Sports Authority of India (SAI) over the last few years has been deputing officials of all Cadres/Levels for training in their relevant field, after getting due approval from DG, SAI.
2. To ensure that our athletes receive training of international caliber, it is crucial that the Officers/Officials within the Administrative, Scientific, and Coaching Cadres are equipped with the latest advancements and knowledge in their respective fields. This proposal underscores the necessity of evolving a mechanism that accounts for the dynamic nature of global sports and facilitates the continuous skill enhancement of all individuals involved in sports, including coaches and those engaged in academic or instructional roles.
3. Hence, the formulation of a comprehensive Annual Training Policy for all cadres would significantly contribute to organizational growth and reinforce our commitment to an athlete-centric and coach-led sports ecosystem.
4. Accordingly, it is proposed that an Annual Training Policy is devised based on the recommendations of the Internal Finance Committee (IFC) in consultations with experts in the relevant field. Expenditure incurred will be met from the SAI Block Grant.

Keeping above in view, the proposal as detailed below was submitted to the Finance Committee of SAI in its 123<sup>rd</sup> meeting held on 06.08.2023:

- Recommend the subject/area of training to specified category of officers/staff, coaches and Scientific staff
  - Identify the institute that will conduct the training
  - Determine the financial implications for each training program
5. The **nomination of participants** as per their eligibility in each training programme may be proposed by the Coach Development and Training (CD & T) Division of SAI to the IFC. A comprehensive proposal/recommendation will be submitted by the IFC to DG, SAI for approval.

**Training Duration:**  
**Training Venue:**  
**Participants:**



To be approved by DG on the recommendation of the Internal Finance Committee in consultation with experts of the relevant field.

**Training Budget:** An overall budget of **Rs. 5 crore**.

The Finance Committee concurred the proposal in its 123<sup>rd</sup> meeting held on 06.08.2024 and proposed to place the proposal before Governing Body for its approval with following recommendations:

*“The Committee agreed with the proposal in-principle and recommended that dedicated agencies of different government organizations like CVC and others be contacted for their valued advice on framing a comprehensive training proposal for different categories of the Officials working in SAI.”*

**Approval of Governing Body is solicited for the Annual Training Policy for the Administrative, Scientific and Coaching Cadre Officials and Officers of SAI at a total annual financial implication of Rs.5,00,00,000/- (Rupees Five Crore only) from the Annual Block Grant of SAI**

## Supplementary Agenda Item No.8

### Inter SAI Tournament

Sports Authority of India is implementing various sports promotional programmes across the country to identify talented sports persons and nurture them to excel at the national and international level. In this regard, Inter- SAI competitions have been an integral component for identifying and ranking talent amongst athletes training under SAI.

Initially, the Inter-SAI Competitions were being held only among SAI Training Centres (STCs) athletes and the expenditure towards conduct of such competitions is being met from the competition exposure head of STC athletes. However, with a view to broad base the talent pyramid/talent pool, the athletes undergoing training outside SAI schemes like KISCEs/KICs/KIAAs etc have been permitted to participate in these Inter-SAI Competitions vide Circular dated 22.05.24

#### **Justification for broadening the participation in Inter-SAI tournaments:**

- Athletes from non-SAI Schemes like KISCE/KIC/KIAAs, especially athletes undergoing training at Khelo India Centres (KICs), although supported by SAI, get an opportunity to participate in limited number of competitions only.
- Inter-SAI tournament will provide them not only exposure but will also motivate them to do well in their respective sports.
- It will establish a flow of fresh ideas and an exchange of knowledge among the athletes.
- It will help to broaden the talent pyramid where HPD/HPM/TIDC can be deputed to scout talent for induction in SAI NCOEs/Khelo India.

In light of the above, the Inter SAI norms have been modified to include KIAAs/KISCEs/KICs and provide them with boarding, lodging and other expenses as follows:

S.No.	Scheme	Boarding	Lodging	Travel
1.	STCs/NCOEs	As per Actual	No charges for SAI athletes	Competition Exposure Head
2.	Boarding(in case of KICs/KISCEs/KIA As athletes the cost is to be borne by State)	As per actuals(to be charged by Lead RD)	<b>Rs.250/day/athlete</b> ( To be borne by respective State for KICs/KISCEs/KIA As)	To be provided by State for KICs/KISCEs/KI AAs

This measure is expected to benefit a large number of athletes by providing them an opportunity to participate in Inter SAI tournaments.

**The Agenda is placed before the Governing Body for information please.**