Finance Division
SAI Head Office,
J N Stadium Complex (East Gate),
Lodi Road
New Delhi 110 003

F. No. 6(28)/SAI/B&F/76thFC/2016-17

Dated: January 30, 2017

Sub: Minutes of the 76th Meeting of Finance Committee (Special Meeting) on Cadre restructuring of Sports Authority of India (SAI) held on January 17, 2017

Enclosed herewith is a copy of the Minutes of 76th Meeting of Finance Committee (Special Meeting) on Cadre restructuring of Sports Authority of India held on January 17, 2017 at 3.00 p.m. under the Chairmanship of Secretary (Sports), Ministry of Youth Affairs & Sports in the Conference Room, SAI Head Office, J. N. Stadium Complex (East Gate), Lodi Road, New Delhi-110 003.

(Hira Ballabh)
Executive Director (Finance) & Member-Secretary, Finance Committee

To,
1. Shri Injeti Srinivas, Director General, SAI
2. Ms Kiran Soni Gupta, Additional Secretary & Financial Advisor, MYAS, Shastri Bhawan, New Delhi
3. Shri P K Das, Additional Secretary (Expenditure), Ministry of Finance, Room No. 142-B, North Block, New Delhi
4. Shri Inder Dhamija, Joint Secretary (Sports), MYAS, Shastri Bhawan, New Delhi
5. Shri S S Chhabra, Secretary, SAI
6. Shri S S Roy, Executive Director (Academics), NSNIS, Patiala.

Copy to: SO to Secretary (Sports), Shastri Bhawan, New Delhi
Minutes of the 76th Meeting of the Finance Committee of SAI (Special Meeting) on Cadre restructuring of SAI held on January 17, 2017

The 76th Meeting of the Finance Committee (FC) of Sports Authority of India (SAI) was held on January 17, 2017 at 3.00 p.m. in the Conference Room of SAI Head Office, J N Stadium Complex (East Gate), Lodhi Road, New Delhi-110 003.

2.0 Shri Injeti Srinivas, Secretary (Sports), Ministry of Youth Affairs & Sports chaired the meeting.

3.0 The following members of the Committee were present:

1. Ms Kiran Soni Gupta, AS&FA(MYAS) - Member
2. Shri Inder Dhamija, JS(Sports),MYAS - Member
3. Shri S S Chhabra, Secretary, SAI - Member
4. Shri S S Roy, ED(Academics), SAI NSNIS Patiala - Member
5. Shri Hira Ballabhi, Executive Director(Finance), SAI - Member-Secretary

4.0 The following officers of MYAS and SAI were also present in the meeting:

1. Dr. Sagar Preet Hooda, Director(Sports), MYAS
2. Ms Radhica Sreeman, Regional Director(Personnel), SAI
3. Shri Jeetendar Chadha, Deputy Secretary(Finance), MYAS
4. Dr P Giri Rao, Director(Finance), SAI
5. Shri P K Raghav, Deputy Director(Personnel), SAI
6. Ms Manjushree Roy, Administrator, IGSC
7. Shri R C Trivedi, Advisor (F&A) - Special invitee

Additional Secretary (Expenditure), MoF could not attend the meeting due to pre-occupation.

5.0 At the outset, Executive Director (Finance), SAI welcomed the Chairman and members of the Committee. Thereafter, the agenda item was taken up for consideration and after deliberations, the following decisions were taken:

1. The Finance Committee acknowledged the necessity of Cadre Restructuring in SAI both for meeting the emerging challenges as also addressing the issue of undue stagnation at different levels. It was noted that Sports Authority of India(SAI) is a Central autonomous body under the Ministry of Youth Affairs & Sports and as per extant guidelines of Department of Expenditure, the same may be carried out with the approval of the Minister in-charge subject to (i) conformity with cadre review parameters stipulated vide M/o Finance (Deprt. of Expenditure) OM No. 5(30/E-III/97 dated 07.01.1999 and (ii) ability of SAI to meet extra expenditure, if any, through internal resource generation or the proposal being financially neutral.
2. The Committee noted that the proposed revision in posts is well within the overall limit of 2036 prescribed by the ERC. It was submitted that the current staff strength was 1589.

3. It was noted that the objective of restructuring was to make it a technically equipped and managerial body. Posts in Group ‘C’ & ‘D’ that can be easily outsourced are proposed to be declared as dying cadre. The Committee stated that the RRs should be suitably revised with respect to redefined jobs.

4. The Committee emphasized on HRD by way of in-service training and capacity development in critical areas such as Sports Sciences, Sports Infrastructure and Information Technology.

5. As far as financial implication of the proposal is concerned, it was decided that SAI may adopt the sanctioned strength as frozen by ERC i.e. 2036. The vacancies in various cadres may be worked out with reference to this staff strength. It was informed that the break-up of the strength of 2036 among different cadres is not readily available. It was decided that the proportionate strength of each cadre in the total strength i.e. 2036 may be prepared. Thereafter, the proposal should be drawn in a manner which clearly outlines the organizational goal, new verticals, defined staffing pattern for SAI-HO / Regional Centers / Academic Units / Field units, roles and responsibilities of all field units etc.

6. It was decided that after preparing the cadre-wise/post-wise bifurcation of total strength of 2036, the financial implication may be calculated based on pay scales and a comparison may be made of the expenditure with reference to the present expenditure and proposed expenditure.

7. The promotions should also be based purely on deliverables, merit and completion of mandatory training programmes.

8. The AS&FA, MYAS stated that the new verticals / organizational restructuring proposal should be need based and can be considered so long as no additional budgetary support is required from the Government or SAI is able to absorb extra expenditure.

9. The promotional channel in each cadre must be defined very clearly in the revised Draft Recruitment Rules broadly following the DOPT Guidelines on the subject.

10. Based on the above directives, the Chairman advised that present proposal may be re-visited / revised by the same Committee and resubmitted to the Finance Committee within 2 to 3 weeks time. Director (SPH), MYAS may co-chair the Committee.
11. Finance Committee further advised that the Grade Pay should be in alignment with the Central Government Departments so that vacancies in the direct recruitment quota can be filled up. Adequate provision to be made for deputationists from Government Departments to bring in the expertise & professional competence. Provision for induction of fresh recruits through Direct Recruitment Quota should also be made.

The meeting ended with a vote of thanks to and from the Chair.

(Hira Ballabh)
Executive Director (Finance) &
Member-Secretary, Finance Committee