

51st Governing Body Meeting of SAI
30th October, 2018

Supplementary Agenda

ISSUES RELATING TO COACH DEVELOPMENT

I. Recruitment

Objective: To retain with SAI the best possible potential coaches in the country and groom them in a proper environment with the best sportspersons and experienced coaches, it is proposed that NIS toppers (in all the 26 sports disciplines in which the diploma course is held) may be given direct appointment as Asstt. Coaches and posted with National Camps initially as under-studies to give them the necessary exposure and hands-on training before they can be given bigger responsibilities. If the topper does not join for any reason, the second ranked and in his absence, the third ranked coach will be given an offer of appointment. However, the offer will not be made to a coach ranked beyond the third position.

For the year 2018-19 and 2019-20, 26 toppers each shall be given appointment. The effect of this will be studied in 2 years and the policy revised if necessary.

Proposal : 10% of the posts in the entry cadre of coaches in SAI (61 out of 610 posts) may be earmarked for NIS toppers of the 26 sports disciplines in which diploma course is conducted.

II Coach Education

Objective: Coach Education programme in the country is mostly conducted by the National Institute of Sports (NIS), Patiala, the academic wing of SAI. At present, following courses are conducted by NIS through its academic institutions at Patiala, Bangalore, Kolkata and Thiruvananthapuram.

1. 6 week Certificate Course in Sports Coaching
2. Ten month Diploma Course with two month internship
3. M.Sc. in Sports Coaching

It is felt that there is a need for graduation level course in sports coaching to attract better talent to the coaching profession and impart detailed and latest knowledge.

Proposal: Starting a three year B.Sc. degree course in Sports Coaching at NIS Patiala in 5-6 identified sports disciplines, preferably High Priority/ Priority disciplines.

III HR planning for the coaches

Objective: HR-related issues of coaches need to be handled in a professional manner. Merit-based recruitment and promotion is necessary. Also, coaches have to remain updated with the latest knowledge in their field. Therefore, refresher courses at regular intervals is required. Mix of regular and contract coaches also needs to be determined.

These issues need to be gone into in detail by a professional agency.

Proposal: To engage a Professional Agency/ Academic Institution for Human Resources Planning of Coaches to address their recruitment, promotional avenues, attrition, upgradation and engagement and to evolve a proper combination of regular / contract coaches.

Approval of Governing Body is required for the proposals contained in this paper.