



**भारतीय खेल प्राधिकरण**  
**Sports Authority of India**

**123<sup>rd</sup> Meeting of the Finance Committee**

**Agenda Papers**

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### 123<sup>rd</sup> Meeting of Finance Committee of SAI

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**Agenda Item No.1**

**Confirmation of the Minutes of the 122<sup>nd</sup> Meeting of the Finance Committee of Sports Authority of India (SAI) held on May 15, 2024**

The Minutes of the 122<sup>nd</sup> Meeting of Finance Committee of SAI were circulated vide Circular No. 6(28)/SAI/B&F/122<sup>nd</sup> FC/2024-25 dated 17<sup>th</sup> May 2024.

**Since no comments have been received, thereafter, Finance Committee may kindly confirm the minutes.**

## **Agenda Item No.2**

### **Action Taken Report on the decisions taken in the 122<sup>nd</sup> Meeting of the Finance Committee of SAI held on 15<sup>th</sup> May, 2024**

<b>Item No.</b>	<b>Item</b>	<b>Decision</b>	<b>Action Taken</b>
3	Supplement Use for Junior Athletes	The Finance Committee deliberated in detail and decided that the procurement of supplement items be done either through NCSSR division of SAI or through respective federations. In case of procurement activity undertaken by NCSSR division of SAI, a dedicated committee for procurement of supplement be constituted. This committee must have experts from institutions dealing with drugs control, supplements etc. The Committee concurred the proposal and recommended it to be placed before the GB for approval.	The agenda is being placed for approval in the 60 <sup>th</sup> Meeting of Governing Body of SAI.
4	Sanction for procurement of Non-Consumable Sports Science equipment by NCSSR for FY 2024-25 for SAI NCOEs and HPC at NSNIS Patiala	The Committee concurred the proposal and recommended it to be placed before the GB for approval.	The agenda is being placed for approval in the 60 <sup>th</sup> Meeting of Governing Body of SAI.

5	Appointment of a management operator to operate & maintain the Archery Ground at JN Stadium, New Delhi	Deferred.	-
6	Appointment of a management operator to operate & maintain the Badminton Hall at JN Stadium, New Delhi	Deferred.	-
7	Appointment of a management Operator to setup, operate & maintain Indoor Sport facility at IGSC, Delhi	Deferred.	-
8	Appointment of a management operator to operate & maintain the Indoor Sports Facility-I at Major Dhyan Chand National Stadium (MDCNS)	Deferred.	-
9	Revision in Monthly Remuneration of	The Committee concurred the proposal and recommended it to be	The agenda is being placed for approval in the

	Assistant Chef and Catering Manager	placed before the GB for approval.	60 <sup>th</sup> Meeting of Governing Body of SAI.
10	Revision of Travelling Norms for SAI Training Centre (STC) Athletes of far-off regions such as North East, Lakshadweep and Andaman & Nicobar Islands.	The Finance Committee deliberated in detail and decided that In-charge, respective regional center may be authorized to decide about the players to whom this facility may be provided. The Committee concurred the proposal and recommended it to be placed before the GB for approval. The FC advised to remove cap of expenditure and to ensure govt initiatives for its employees for North-East & similar regions be followed.	The agenda is being placed for approval in the 60 <sup>th</sup> Meeting of Governing Body of SAI.
11	Revision of Norms for Insurance and Medical Expenses for NCOE athletes	The Committee concurred the proposal and recommended it to be placed before the GB for approval.	The agenda is being placed for approval in the 60 <sup>th</sup> Meeting of Governing Body of SAI.
12	Revision of Financial Norms Under General Expenditure for SAI Training Centre (STC)	The Committee concurred the proposal and recommended it to be placed before the GB for approval.	The agenda is being placed for approval in the 60 <sup>th</sup> Meeting of Governing Body of SAI.
13	Selection of Project Management Unit (PMU)-Extension of Contract	The Committee concurred the proposal and recommended it to be placed before the GB for approval.	Approval has been obtained from Honorable Chairman, Governing Body on file. However, agenda is being placed in the 60th Meeting of the Governing Body for ratification.

14	Requirement of Nursing Assistants for NCOEs and Delegation of Nursing Assistants to RCs and NCOEs on Outsourcing Basis	The Finance Committee deliberated in detail and decided that the services of nursing assistants be outsourced through medical services support agencies. The Committee concurred the proposal and recommended it to be placed before the GB for approval.	The agenda is being placed for approval in the 60 <sup>th</sup> Meeting of Governing Body of SAI.
15	Engagement of agency for providing security service at Five SAI Stadia in Delhi	The Committee concurred the proposal and recommended it to be placed before the GB for approval.	The agenda is being placed for approval in the 60 <sup>th</sup> Meeting of Governing Body of SAI.
16	Engagement of agency for Mechanized Housekeeping and Up-Keeping Services for Five SAI Stadia in Delhi	The Committee concurred the proposal and recommended it to be placed before the GB for approval.	The agenda is being placed for approval in the 60 <sup>th</sup> Meeting of Governing Body of SAI.
17	Approval of additional funds for Event Days Operations for Khelo India Para Games 2023	The Committee concurred the proposal and recommended it to be placed before the GB for approval.	The agenda is being placed for approval in the 60 <sup>th</sup> Meeting of Governing Body of SAI.
Supplementary Item No. 1	Increase in GST rate of work contracts for Central Government, State Government, Union Territory and Local Authority	The Committee concurred the proposal and recommended it to be placed before the GB for approval. The Committee also decided that DG, SAI may be authorised for approval of any change in total value of works contract due to increase/decrease in GST rate.	The agenda is being placed for approval in the 60 <sup>th</sup> Meeting of Governing Body of SAI.

Supplementary Item No. 2	Establishment of Engineering Wing to initiate Direct Tendering for Sports Infrastructure Development at SAI	The Committee concurred the proposal and recommended it to be placed before the GB for approval.	The agenda is being placed for approval in the 60 <sup>th</sup> Meeting of Governing Body of SAI.
Supplementary Item No. 3	Utilisation of Unutilised/Under Utilised infrastructure of SAI	The Committee concurred the proposal and recommended it to be placed before the GB for approval.	The agenda is being placed for approval in the 60 <sup>th</sup> Meeting of Governing Body of SAI.
Supplementary Item No. 4	Amendment to Delegation of Financial Powers of DG SAI	The Committee concurred the proposal and recommended it to be placed before the GB for approval. The enhanced Delegation of Financial Powers of DG SAI is in accordance with the provisions/ guidelines of Delegation of Financial Powers, 2024.	The agenda is being placed for approval in the 60 <sup>th</sup> Meeting of Governing Body of SAI.
Supplementary Item No. 5	Procurement of Staff Cars/Vehicles	The Committee concurred the proposal and recommended it to be placed before the GB for approval.	The agenda is being placed for approval in the 60 <sup>th</sup> Meeting of Governing Body of SAI.



### **Agenda Item No. 03**

#### **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 (**Annexure-I**) held on 04.02.2022 and 56th meeting of Governing Body (**Annexure-II**) had approved an amount of Rs. 7 crores 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 organised 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 organised 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 Crores (to be part of SAI Block Grant)

6. In view of above, there is a need to further increase the ceiling of Rs 7 Crores to Rs. 15 Crores (detailed figures are placed at **Annexure-III**) 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 Crores** 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.

*Concurrence of Finance Committee is solicited for having a cap of Rs.15 Crores annually for International Competition Exposure of SAI Scheme Athletes, in addition to the existing norms of Rs. 50,000/- per athlete for Domestic Competition Exposure.*

## **Agenda Item No. 04**

### **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-IV**). 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 and the same is attached as **Annexure-V**.

The total financial implications as per the sanctioned cost of equipment list is Rs 7,45,50,787/- (Rs Seven crore forty-five lakhs 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).

Estimated Cost is based on the fresh quotations received from the potential bidders. Estimate along with quotations attached as **Annexure-VI**.

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/-

2. The draft tender document (**Annexure-VII**) is prepared for all total 55 items and all the equipment are clubbed as a set for tendering purpose.

Expenditure may be incurred under Capital head of NCSSR Scheme.

Concurrence of Finance Committee is solicited for Procurement of various equipment for setting up the Rehabilitation Gym, based on the above proposed salient features with 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 and equipment will be having 2 years warranty and 3 years CAMC.

*Concurrence of Finance Committee is solicited for 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.*

## **Agenda Item No. 05**

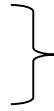
### **Capacity Development Programme for all Staff and Officers of the Administrative, Scientific and Coaching Cadre**

1. 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.
2. The 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.
3. 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.
4. 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.
5. 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.

#### **The IFC will:**

- 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
6. In this regard, 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** is proposed for this purpose.

*Concurrence of Financial Committee 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 crores only) from the Annual Block Grant of SAI.*

## **Agenda Item No. 06**

### **Implementation of training allowance to the regular teaching faculty at National Level Academic Training Centres of the Sports Authority of India.**

The National Institute of Sports (NIS) Patiala, a premier institution and Academic wing of SAI is dedicated to excellence in sports coaching and education. Established in 1961, NIS Patiala has a rich legacy of contributing to the development of sports in India, producing world-class athletes, and fostering a culture of excellence in coaching. As a nodal agency for coach education, NIS Patiala has been at the forefront of developing and implementing innovative programs, workshops, and courses that cater to the evolving needs of the sports ecosystem. Besides NSNIS there are 03 more Academic Centres of SAI located in SAI Kolkata, SAI Bengaluru & SAI LNCPE Trivandrum.

In the above context, it is pertinent to note that the Academic units of SAI are providing various diploma and certificate courses on coaching, sports sciences, skill development and capacity development etc. for Sportspersons, Government officials, coaches and other working professionals. To ensure the quality of teaching pedagogy, techniques and methodology, it is imperative that the best of the available talents with a penchant and inclination for academic work is attracted, retained and provided with adequate exposure from time to time. This presupposes adequate incentive in the form of rewards, recognition and additional allowance etc.

In the light of the above, it is pertinent to note that most of the faculty members in SAI Academic institutions are primarily coaches who are being deployed in academic work. The need for incentive in the form of allowances for the Coaches primarily stems from the following factors;

- i. Lack of exposures to the National Coaching Camps.
- ii. Lack of scope for foreign exposures, competition exposures etc. associated with the NCOEs.
- iii. Additional Work load on account of teaching, evaluation, preparing question papers, internal assessments, syllabus review etc.
- iv. Lack of scope for being eligible for prestigious Droncharya/ Dhyanchand Awards etc.

In this context, reference is drawn to the O.M dated 24.10.2017(enclosed) regarding Training Allowance which has provided for 24 % of basic pay as training allowance for those engaged in teaching in National/Central Training Institutes for group A officers and 12% of Basic pay in case of other training establishments. In this regard, it is pertinent to note that the coaches in Academic institutions of SAI are eligible for an allowance of 24% of the basic pay on the following grounds;

- i. Faculty is teaching at National level premier Institute/Training centre.



- ii. Apart regular courses, teaching faculty is conducting various other courses and delivering technical expertise for group 'A' and 'B' officers e.g.,
- Coaching Refresher course for the Group 'A' officers (Coaches, Senior Coaches, Chief Coaches, High Performance Coaches - Level 10, 11,12, 13) & Group 'B' Assistant Coaches.
- Capacity building courses for the Group A & B officers of various departments of the State Governments.
- Sports awareness program /session for SAI group A administrative officers.
- iii. Sports Management and Administration Course: Conducting for Sports teachers (DPEs & PTIs) of universities & Schools.
- iv. One year Diploma in Sports coaching for expertise in specific sports discipline.
- v. Six-week certificate course for grass root level coaches

In addition to the grounds mentioned above, it is also pertinent to note that the Coaches are an important element involved in ushering changes in the sports ecosystem and the Academic institutions of SAI are offering courses in niche areas that are critical for the capacity building of all stakeholders involved in the transformation of the sports ecosystem. The incentives may help in bringing in fresh talents and retaining them. Training Allowance @ 24% of the basic pay to the regular teaching faculty at national level Academic Training Centres of the Sports Authority of India may be implemented. If the same is considered the following financial implication has been estimated based on the existing strength:

S.N.	Level	No. of Coaching Faculty (including deputation)	No. of Sports Sciences Faculty	Total Academic Faculty	Basic Pay per month	24% of the total monthly Basic Pay	Annual Estimated Expenditure @ 24% of Basic pay
1	Level-13	02 (HPC)	00 (Dean)	02	130600x1=130600 112400x1=112400 <b>Total=243000</b>	58,320	6,99,840
2	Level-12	03 (Chief Coach)	01 (SSO/HP D)	04	112400x2=224800 105900x1=105900 120600x1=120600	1,08,312	12,99,744

					<b>Total=451300</b>		
3	Level-11	13 (Senior Coach)	13 (SO)	26	105900x7= 741300 102800x4= 411200 109100x1= 109100 74000x1= 74000 76200x13= 990600 <b>Total=2326200</b>	5,58,288	66,99,456
4	Level-10	15 (Coach)	00 (JSO)	15	63100x11=694100 60100 x1= 60100 59500 x1= 59500 57800 x1= 57800 56100 x1= 56100 <b>Total= 927600</b>	2,22,624	26,71,488
5	Level-6	16 (Assistant Coach)	NA	16	43600x14= 610400 42300x2= 84600 <b>Total= 695000</b>	1,66,800	20,01,600
		<b>49</b>	<b>14</b>	<b>63</b>	<b>46,43,100</b>	<b>11,14,344</b>	<b>1,33,72,128</b>

***\*Calculation based on Basic Pay as on June 2024 of the regular faculty currently in position. However, number of faculty may be changed time to time.***

The total annual financial implication on the basis of existing strength comes to around Rs. 1,33,72,128/- (INR One Crore Thirty-Three Lakhs Seventy-Two Thousand One Hundred and Twenty-Eight only).

***Concurrence of Finance Committee is solicited for training allowance at the rate of 24% of the basic pay for the Coaches engaged in Teaching in SAI Academic Institutions.***

## **Agenda Item No. 07**

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

1. The 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>
<b>1.</b>	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/-
<b>2.</b>	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 is submitted for concurrence of FC.

***Concurrence of Finance Committee is solicited for restructuring the sanctioned strength for the post of High Performance Analyst and Performance Analyst by maintaining financial neutrality.***