

No.8-47/2010-SP.III
Ministry of Youth Affairs & Sports
Department of Sports
(SP.III Section)

Shastri Bhavan, New Delhi
Date: 11th March, 2016

To

President/Secretary General
All NSFs of High Priority/
Priority disciplines (as per list)

**Sub: Guidelines for Appointment of Government Observers
for various sports disciplines**

Sir,

For quite some time, Government has been considering measures to make the institution of Government Observers more vibrant, efficient and accountable. After careful consideration and detailed discussions, it has been decided to revise the guidelines for appointment of Government Observers for various sports disciplines. As per the revised guidelines, the guidelines prescribe the roles and responsibilities, criteria for selection, tenure, honorarium, appraisal, etc. for GOs, which are as under:-

Roles & Responsibilities of GOs: -

1. To function as the eyes and ears of the Government of India with respect to ensuring free and transparent selection of teams.
2. To visit the venues of the national coaching camps and report the status of availability of sports infrastructure/equipment, quality of scientific back-up and medical facilities being made available to the campers.
3. To observe, analyze, review and report on the performance of Indian and foreign coaches and the progress of performance of the campers.
4. To observe selection of National teams for foreign training/competitions, the conduct of National coaching camps and important national or international competitions held in India.

5. To submit a report to MYAS within 72 hours after the selection proceedings are conducted. He/She shall not sign the report of the selection committee.
6. To monitor the performance of the National teams in international tournaments held in India and abroad.
7. To give special focus on sub-junior and junior level training and competitions.
8. To examine complaints, if any, from players and other stakeholders by taking up the matter with the NSF concerned for redressal. He/She will also forward a separate report to MYAS on the matter immediately.
9. To attend the meetings of the Steering Committee for scrutinizing the ACTC proposals of NSFs/National Sports Promotion Organizations (NSPOs) of their respective disciplines for financial assistance under the 'Scheme for Assistance to NSFs'.
10. To provide technical advice to Sports Authority of India (SAI)/NSF in formulating Long Term Development Plans (LTDPs) and Annual Programme of Activities (APAs) for each year.
11. To maintain data base on the performance profile of individual athletes as well as coaches.
12. To be deputed with the National team for one or two selected international exposures per year to monitor the arrangements and performance of the team. However, this would be done only for important competitions with the previous approval of the competent authority.
13. Each GO would be given a specific area of activity and will be completely responsible and accountable to the MYAS for their areas of work.
14. To also submit a quarterly report on the various issues to MYAS / SAI (as per format).
15. To make suggestions, if any, for the development of their sports disciplines.
16. Any other work, assigned by MYAS / SAI.

Criteria for Selection of GOs :

The selection for appointment of GOs should be made by a Committee constituted for the purpose comprising Secretary (Sports), MYAS; DG, SAI/Secretary (SAI); and an eminent sports personality.

Applications for the post of GOs would be invited by MYAS by way of advertisement. In case the requisite number of applications are not received from eligible applicants, MYAS would identify possible appointees and the Committee would consider them for appointment.

The eligibility criteria for appointment will be as follows:

- (1) He / She should have thorough knowledge and understanding of the respective sport or its technical knowledge.
- (2) He/She should be aware of the changing trends/recent changes in the methods of training/coaching in the sport.
- (3) He/She should be a non-active sportsperson.
- (4) He/She should preferably be - an Olympian/ international medal winner/national award winner, former chief national coach/ coach having produced outstanding international winners/former chief coach in reputed academics / outstanding sports academician having PhD in sports and allied disciplines.
- (5) Government Observer should not have been an office bearer in any NSF two years prior to such an appointment and also not currently involved with any NSF. He/she should give an undertaking that in the event of his selection, he/she shall not take up any assignment as an office bearer for the next two years after demitting office as a Government Observer.
- (6) Government Observer should be willing to devote time to his duties as a GO and physically and medically fit. He should be willing to undertake extensive travel.
- (7) There should not be any penalty imposed or charge sheet pending against the applicant.
- (8) He / She should be within the age bracket of 40 to 70 years and should have finished active sporting career at least five years back.

Observers are to be appointed initially for High Priority/Priority Category disciplines where the country has excelled in the past and expecting medals in the forthcoming international tournaments, particularly Olympics, CWG, Asian Games etc.

- (i) Each sports discipline may have a maximum of 2 GOs – 1 male and 1- female where a sports discipline has multiple disciplines (e.g. Athletics) more than 2 GOs may be considered
- (ii) A person running an academy will not be disentitled because an Observer has no direct role in the selection of a national team. However, whenever there is an occasion of his/her candidate being selected, he will recuse himself from such proceedings.

Terms & Conditions for appointment:

- (i) The tenure of Government Observers would be two years, extendable by another 2 years at a time. However, total tenure should not be more than 8 years.
- (ii) The appointment may be cancelled by the Govt. any time without assigning any reason or without any notice.

Honorarium :

The Government Observers would be paid remuneration based on assignments carried out by them and visits made by them to National Coaching Camps and Selection Trial Events, etc. An amount of Rs. 2000/- per visit may be paid as honorarium. However, for any travel undertaken by them in connection with discharge of duties as Government Observer, they will be entitled to receive TA/DA at rates applicable to Director in Government of India with the Grade Pay of Rs. 8700/-. The expenditure incurred on this account by SAI will be debited to the National Coaching Camp head of the Scheme of Assistance to National Sports Federations (NSFs).

Appraisal :

Performance appraisal of the Observers would be done by the Standing Committee Chaired by Director General, SAI and a representative of MYAS of JS/Director level, ED (Teams) and ED, NSNIS, Patiala as Members. The Committee may co-opt experts/sportspersons from various disciplines as Members of the Standing Committee.

The Committee would scrutinize the quarterly reports sent by the GOs (Annexure-I) and also do the annual appraisal (Annexure-II). On the basis of these appraisals, the tenure of the GOs would be extended further.

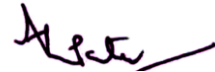
The Committee would also review the guidelines on a half yearly basis and amend/revise the guidelines with the approval of the Hon'ble MOS (I/C), MYAS.

Misc.:

- (i) The selection committee headed by Secretary (Sports) may recommend a foreigner as a Govt. Observer in very deserving cases with full justification in writing. His / her case will be treated like a foreign coach under the Scheme of Assistance to NSFs.
- (ii) Any deviation from these guidelines can be permitted only with the approval of the Hon'ble MOS (I/C), YA&S. If the deviation has financial implications, IFD of the department will be consulted.

This issues with the approval of Hon'ble MOS (I/C).

Yours faithfully,



(A.K. Patro)

Under Secretary to the Govt. of India

PROFORMA FOR REPORT OF THE GOVERNMENT OBSERVER TO BE FILLED QUARTERLY

1. Name of the sports discipline
2. Period of the national coaching camp from to
3. Number of coaches: Indian Foreign
4. Camp organized in preparation for :
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5. Status of:
 - i) Sports infrastructure and equipments made available for the camp
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 - ii) Boarding and lodging arrangements
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 - iii) Scientific back up
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 - iv) Medical facilities
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 - v) Doping or any other issues
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6. Training sessions attended / observed
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7. Appraisal / analysis / review of:
 - i) Performance of Indian coaches attached to the camps
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 - ii) Performance of Foreign coaches attached to the camps
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 - iii) Performance of team / players / trainees under each foreign coach
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- iv) Implementation of Annual Plan / LTDP
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- 8. Selection Trials
 - i) Selection Trials Observed
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 - ii) Observation on organization and fairness of selection trials
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- 9. Competitions
 - i) Competitions observed
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 - ii) Observations about the performance of contingent and the quality of organization of the competition.
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- 10. Officials meetings attended during the period of report.
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- 11 Specific suggestions for improvement
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.....
- 12. Any other

Signature

.....
Name
Address
.....
Email
Mobile No.

Director General
SAI

PROFORMA FOR ANNUAL REPORT APPRAISAL OF GOVERNMENT OBSERVER

1. Name of the Observer

2. Sports Discipline

3. Submission of the monthly / quarterly report Regular / Irregular

4. Visits to the venue of National Coaching Camps & submission of reports regarding the Facilities

Grading	1	2	3	4	5	6	7	8	9	10
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5. Observation of selection trials and submission of reports

Grading	1	2	3	4	5	6	7	8	9	10
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6. Observation of national level competitions and submission of reports

Grading	1	2	3	4	5	6	7	8	9	10
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7. Observation of International level competitions and submission of reports

Grading	1	2	3	4	5	6	7	8	9	10
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8. Rendering of technical advice for preparation of LTDP

Grading	1	2	3	4	5	6	7	8	9	10
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9. Assistance rendered at the meeting of the Steering committee for scrutinizing the proposal of financial assistance to the NSF

Grading	1	2	3	4	5	6	7	8	9	10
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10. Submission of reports regarding the performance of the Indian coaches, Foreign coaches and campers

Grading	1	2	3	4	5	6	7	8	9	10
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11. Resolutions of complaints of management/coaches/campers/other stake holders

Grading	1	2	3	4	5	6	7	8	9	10
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12. Performance of Junior and Sub juniors at international competitions

Grading	1	2	3	4	5	6	7	8	9	10
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13. Overall assessment

Grading	1	2	3	4	5	6	7	8	9	10
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**Director General
SAI**

**Secretary (Sports)
MYAS**