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BHUTAN OLYMPIC COMMITTEE

Entitlement Guidelines of the Bhutan Olympic Committee

2023

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Introduction

With the increasing participation in the international arena and activities within the country, and in the absence of any clear-cut entitlement rules and regulations for the sports sector, the Extraordinary Annual General Meeting on the 31st of May, 2015, directed the BOC to frame and implement appropriate entitlement rules and regulations.

Accordingly, the BOC framed the Entitlement Rules 2015 for streamlining the Daily Subsistence Allowance, Daily Allowance and Training Allowance for all officials and athletes of the BOC, National Sport Federations (NSFs), Dzongkhag Sport Associations (DSAs) and Sport Associations (SAs). This was subsequently approved by the Representative of His Majesty the King and the President of Bhutan Olympic Committee. This initiative was in continuation to the regularization of all officials working in the sports sector and to streamline all entitlements.

However, upon implementation of the Entitlement Rules 2015, there was a need for further streamlining of the rules and regulations as there were still some areas of ambiguity. This was submitted to the Executive Committee in February 2018 and the BOC was instructed to accordingly revise and implement the revised rules and regulations.

1. Daily allowance (DA) for officials, coaches and athletes

1.1 Daily Allowance (DA) while on official travel within Bhutan

Position	Amount (Nu.)	Remarks
Presidents of NSFs, SAs and DSAs and other members of the BOC EC	2,000	At par with EX-3
Vice Presidents and General Secretaries of NSFs, SAs, DSAs	1,500	At par with P-level
Executive members from the respective boards of the NSFs, SAs and DSAs	1,500	At par with P-level
Other officials, civil servant coaches, and BOC regularised coaches; from the NSFs, SAs and DSAs	As per the relevant position levels of the BOC	
Other Coaches	1,250	At par with S-level
All Athletes	1,000	All athletes will be paid at this rate, irrespective of their employment status and position, excluding participation in their relevant sports training camps and competitions.
Note: <i>1) Mileage claims for all categories will be dependent upon the program organizer's guidelines. Organizers must however clearly indicate the mileage claim rules in their invitation letters, and where possible enforce car-pooling.</i> <i>2) Notwithstanding the above provisions, where an athlete is a member of the GA and/or EC, either as an Olympian or as a representative elected from the Committees, he/she shall be eligible for the DA rates at par with the "member secretaries, officials and GA and Ex Com members from the NSFs, SAs, DSAs and Committees," when attending GA and or EC only.</i>		

1.2 Daily Subsistence Allowance (DSA) in India

Position	State Capitals (INR)	Other Places (INR)	Remarks
OFFICIAL TRAVEL-INDIA			
Presidents of NSFs, SAs and DSAs and other members of the BOC EC	6,500	4,500	At par with EX-3
Vice Presidents and General Secretaries of NSFs, SAs, DSAs	5,500	3,500	At par P1 & P2
Executive members from the respective boards of the NSFs, SAs and DSAs	4,500	2,500	At par with P3-P5
Civil servant and BOC regularised coaches	As per their respective position level		
Other coaches	3,500	2,000	At par with S-level
All athletes	2,500	1,500	At par with O-level
PARTICIPATION IN GAMES IN OTHER COUNTRIES			
All athletes, coaches and officials participating in any competitions or Games	Applicable DSA rates as per RGoB Rules and Regulations		

2. Stipend and allowances for Athletes

2.1 Remuneration for Standing National Team Athlete

Type	Remarks	Remunerations (Nu/month)
Full time athletes	Athletes of a standing national team approved by the BOC	25,000
Note: <ol style="list-style-type: none"> <i>The BOC shall approve the establishment of standing national teams for prioritized sports only.</i> <i>Full time athletes refer to those athletes training on a full-time basis with sports as their full-time profession.</i> <i>Athletes selected from the Standing National Teams, undergoing long term intensive training outside Bhutan will be eligible for 50% of this remuneration, over and above the applicable ex-country stipend.</i> <i>National/ student athletes selected for and/or opting to undergo long term studies, both in-country and ex-country, are not eligible for this remuneration.</i> 		

2.2 Training Allowance for Athletes Selected for Specific BOC Games

Participation in Specific BOC Games, which refer to regional, continental and world games, organised by South Asian Olympic Council, Olympic Council of Asia, Association of National Olympic Committees and the International Olympic Committee, shall be as determined in Annexure I and the entitlements shall be as follows:

Type	Remarks	Remunerations (Nu/month)
Preparation for a specific Game and period	2.2.1 Athletes working in other professions and student athletes who are not part of any standing national teams, but selected to train part time for specific BOC Games for a specific duration, not exceeding 6 months.	10,000
	2.2.2 Athletes selected to train full time for specific BOC Games for a specific duration, not exceeding 6 months.	20,000

2.3 Acclimatization and Intensive Training Camp subsidy for Specific BOC Games

- Intensive training and acclimatization camps refer to closed camps for selected athletes, organised by the NSFs and SAs prior to participation in specific BOC Games. They must be held outside the regular training base of the NSF and SA, and within Bhutan for a duration not exceeding 2 months
- To encourage NSFs and SAs to organise such camps, the BOC will provide a subsidy, not exceeding a total of Nu.5,000 per month per selected athlete only
- Selected part time athletes training for specific BOC Games and receiving the part time training allowance, will be eligible for full-time athlete training allowance, during such camp period
- All athletes selected to participate in the specific BOC Games shall attend all such camps. Athletes who do not participate in such camps will not be included in the final Games delegation

3. Attire and Equipment for Athletes Selected for Specific BOC Games

3.1 Training Set

Particulars	Qty	Remarks
Track suits	1	For coaches and athletes only
Sneakers	1	Do
Shorts	2	Do
Shirts	2	Do
Equipment		As per requirement.
Competition gear		As per requirement.

Note:

- 1. The BOC shall provide training attires, once in six months only*
- 2. Only those athletes identified and selected for training, whether ex-country or in-country, for the Specific BOC Games will be entitled to receive such sets*
- 3. Competition gear will be issued, as per sports discipline and their requirements*

3.2 Representational Set

Particulars	Coaches, athletes and CDM	Officials
Track jacket	2	1
Track pant	1	1
Sneaker	1	1
Shorts	2	1
T-Shirts	4	2
Cap	1	1
Bag	1	1
Tshoglam	1	1
Equipment	As per requirement	
Competition gears	As per requirement	
National Flag	2 For the team	
NOC Pins	50/head	20/head
Souvenir	For CDM not exceeding Nu.10,000.00	
Note:		
<ol style="list-style-type: none"> 1. The BOC shall provide the first seven items of the above representational set list, once in six months only. 2. Tsholam shall be provided once in 2 years, depending on the athlete's age. 		

4. Entitlements for athletes on long term ex-country scholarship

Particulars	Remarks
College/Institute fee	As per the invoice raised by the concerned institute
Stipend	As per RGoB rules and regulations, for ex-country scholarship recipients only
Training gear (annually)	As per the recommendation and requirement of the training institute. Where possible to be obtained from the training institute itself.
Attire (One time)	Representational tracksuit (1), shorts (1), t-shirt (1) and bag (1)
Medical Insurance and medical expenses	Case by case basis subject to requirement of the host country/institute and recommendations from the institute.

Participation in competitions	Subject to recommendations from the training institute/NSF/SA and budget availability.
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5. Entitlements for athletes on long term in-country scholarship

5.1 Athletes studying under BOC-RTC Partnership programme

Particulars	Remarks
College/Institute fee	As per the invoice raised by the concerned institute
Training equipment (annually)	As per the recommendation and requirement of the NSF/SA
Conveyance allowance	Depending upon the training venue, the athlete or coach will be provided an allowance of Nu.3,000 only per month

5.2 Athletes studying in BOC partner academies, such as Chundu School

Particulars	Qty per year	Remarks
Track suit	1 set	To be handed over to student upon enrolment in the school. However, this is for selected talent level athletes only, for which a maximum quota will be determined
Sneakers	1 pair	
Sports specific gear, where necessary	1 set	
Shirts	2	
Shorts	2	
Monthly Diet Allowance		To be negotiated with School Management.
Competition expenses	Case by case basis	To be paid to School Management subject to budget proposal from Coach/School management

Annexure I

Selection parameters for Specific BOC Games

In accordance with the Constitution of the BOC, the selection of sports for participation and representation of Bhutan at all Specific BOC Games shall remain the sole mandate and discretion of the BOC.

For NSFs/SAs who do not have standing national teams, the selection of sports for BOC specific Games will be subject to the fulfilment of the following parameters given below.

For Specific BOC Games, athletes must be selected from the standing national teams who have been training on a regular basis, including national athletes on scholarships and training outside the country.

Parameters	Conditions
Competitive Advantage	NSFs/SAs must provide a brief write-up on the competitive advantage and medal winning potential of their sport /athlete in that specific Regional and Continental Games
Selection Pathway Details	NSFs/SAs must submit details of talent pool size, selection protocol, ongoing training report and past competition performance results
	NSFs/SAs must submit athletes' medical history
	All athletes identified by NSFs/SAs will have to undergo and pass the BOC General Fitness Test
Performance in National and International Championships	NSFs/SAs must submit records of performance and athlete ranking in National level competitions
	Where applicable, NSFs/SAs must submit proof of progressive improved performance by the team or athlete, in International Championships
Athlete pool	NSFs/SAs should have an initial selection pool of at least 1:2, from which the final team can then be selected for participation in the specific Regional and Continental Games
Training program	NSFs/SAs must submit a detailed training program for the athletes including the identified coach and his/her qualifications
Agreement	All selected athletes must sign the Games participation agreement

Note:

In the event there are other athletes not in the standing national teams, who display talent equal to or better than athletes in the standing national teams, then the NSFs/SAs may select such athletes, in place of the athlete in the standing national team, for representation in the Games, provided such selection is done in a fair and transparent manner and all of the relevant parameters provided above are met.