

APPENDICES

Appendix One – Written Evidence

Fiji Association of Sports and National Olympic Committee



FIJI
ASSOCIATION
OF SPORTS &
NATIONAL
OLYMPIC COMMITTEE

FASANOC's Presentation to Social Affairs Committee of Parliament

30 January 2019

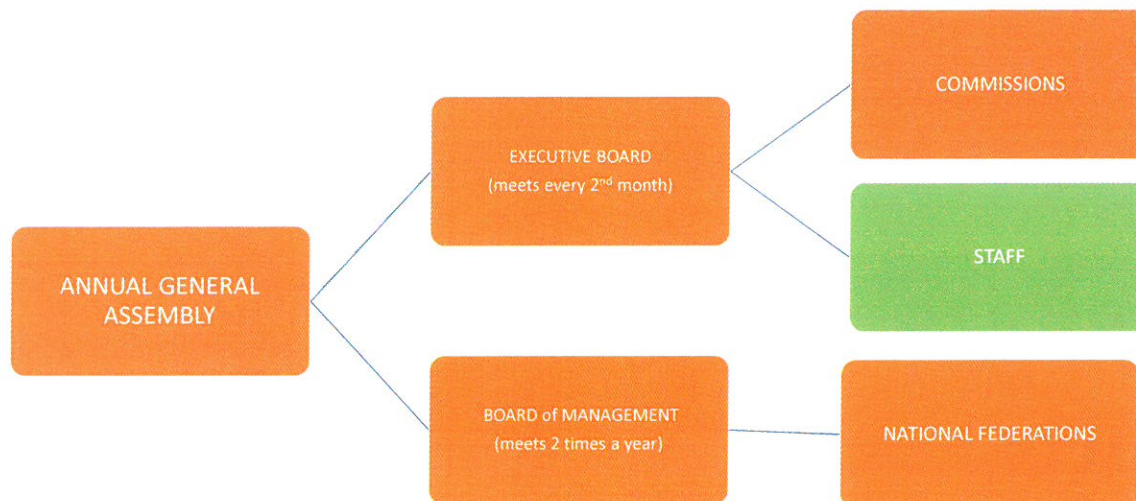
1 What is FASANOC?

Fiji Association of Sports and National Olympic Committee

- Only sporting body in Fiji recognized internationally by:
 - Commonwealth Games Federation (Since 1950)
 - International Olympic Committee (Since 1955)
 - Pacific Games Council (since 1963)
- Recognized internationally as the organization responsible for Team Fiji's participation at all Commonwealth, Olympic & Pacific Games and other Games as Fiji's profile as a sporting nation grows
- 40 National Sports Federations – 25 Olympic Sports and 15 non Olympic Sports



GOVERNANCE STRUCTURE



FASANOC'S CORE BUSINESS

Vision – To inspire the people of Fiji through sports excellence



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TEAM FIJI Olympiad Cycle



TEAM FIJI SUCCESS



FUNDING TEAM FIJI

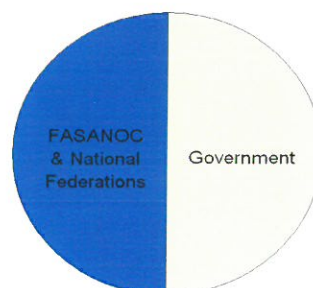
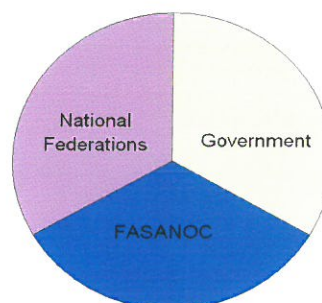
Since 1991, 3-way partnership:

- Government
- FASANOC
- National Federations

Due to increasing difficulties faced by National Federations in meeting their 1/3 share, FASANOC seeks a 2-way partnership:

- Government
- FASANOC & National Federations

Participation Budget



FASANOC CONTRIBUTION TO FIJI SPORTS COUNCIL

- Fiji Sports Council borne out of FASANOC / NF activities – 1979 SPG
- FSC – approx \$54 million of FSC assets, acquired as a result of 1979 & 2003 South Pacific Games



2 CHALLENGES

CHALLENGES	ADDRESSING THEM
Sport driven largely by volunteers	<ul style="list-style-type: none"> • Volunteer incentives and rewards • Finance paid employment • Capacity building
High turn over of NF Boards	<ul style="list-style-type: none"> • Long term planning • Continuity through full time administrators
Finance	<ul style="list-style-type: none"> • Identify new funding streams • Income generation eg merchandize program • Attract corporate sponsorship • Improve governance in sports
Commitment to timelines	<ul style="list-style-type: none"> • Paid sports administrators • Culture and Values



3 GENDER EQUALITY



13 INCREASING WOMEN PARTICIPATION

- Equal Opportunity Employer
- ✓ 13 full-time staff, 8 Female, 5 Male
- ✓ Female CEO & General Secretary
- ✓ The Executive Board of 9 with 4 Females and 5 Males
- Strategic Plan priority:
- ✓ Empowering women through sports
 - **Women in Sports Commission** – champions women's role in well-being and performance
 - Capacity building through leadership courses
 - Sports programs for women and girls
- ✓ Equal opportunities



4 FASANOC & SDGs

FASANOC, through its Commissions and in particular through the Voices of the Athletes program advocates and reaches out to the sporting fraternity, schools and communities on:

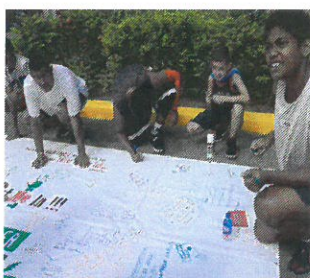
SDG 3: Good Health & Well Being

SDG 5: Gender Equality

SDG 8: Decent Work and Economic Growth

SDG 10: Reduced Inequalities

SDG 13: Climate Action



5 Future Plans & Initiatives

GOALS:

- Consistently finish in the top 3 of the Pacific Games
- Be competitive and win medals at the Commonwealth Games
- Qualify on merit, be competitive and win medals at the Olympic Games
- Make Team Fiji a recognisable brand Nationally & Internationally
- New building project to accommodate office space for National Federations – a permanent “home” for sports providing continuity plus potential revenue stream for FASANOC, reducing reliance on Government

INITIATIVES

- Capacity building programs for all athlete entourage including sports administrators
Oceania Sports Education Program, IOC Sports Education, International Sports Federation qualification, other Professional Development Programs
- National Accreditation Scheme – minimum standards for service on Team Fiji
- Regularly monitor and evaluate National Federations
- Regularly monitor and evaluate FASANOC performance
- Promote sport and physical activity for the prevention of NCDs for a healthier Fiji



6 Audited Accounts

Accounts are audited annually by KPMG

- Year ending 31 December
- Pages 8-9 of the 2017 Annual Report has a Statement of Financial Position as at 31 December 2017
- The audited Financial Statements are presented to the membership at the Annual General Meeting
- Copies of the full audited Financial Statements, together with the annual report, is provided to all stakeholders, including the Ministries of Economy and Youth and Sports.

7 Athlete Well-being

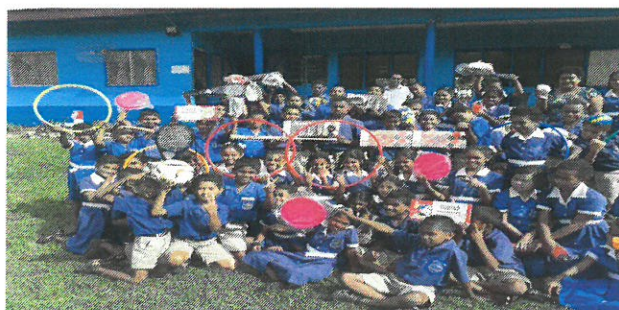
- Athletes Commission
 - ✓ Ensures that the interests and welfare of athletes are catered for
 - ✓ Ensures that athletes are aware of their rights and responsibilities
- Team Fiji
 - ✓ Appropriate insurance cover from departure and return to Fiji for athletes and officials



8 IOC Presidential Grant

In the aftermath of TC Winston, FASANOC applied for and received approval from the International Olympic Committee for a grant with the aim of using sport to bring back some normalcy to children affected by the Cyclone. The IOC Grant had 3 components:

- TC Winston affected schools – 135 schools assessed with Category 5 disaster damage by Fiji National Disaster Management Office received a sporting goods voucher valued at F\$1,000. Total grant F\$135,000.
- Regional Championships hosted in Fiji after TC Winston – the Oceania Championships of Weightlifting (24-28 May, 2016), Oceania Swimming (20-25 June) and International Hockey Federation World League Round 1 – World Cup qualification event. Total grant F\$130,000 (provided direct to NFs by ONOC)
- Special Building Grant – rebuilding of National Weightlifting Centre, Baba, Levuka. Total Grant F\$70,000. Currently on hold due to Weightlifting impasse.

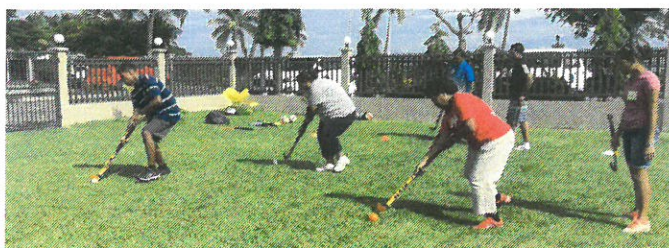


Vunivau Sanatan Dharam Primary School, Nabouwalu, Bua



10 Fiji Higher Education Commission

- Development of the national qualification standards in sports coaching and administration
- Recognition of Oceania Sports Education Program
- Alignment of the sport sector to national legislation
- Creates pathways for coaches and administrators towards full time employment
- Outcome:
 - ✓ National Certificate in Sports Coaching Level 4 and the National Diploma in Sports Coaching Level 5 .
 - ✓ Draft documents awaiting submission to the Fiji Qualification Council
 - ✓ FASANOC to establish National Accreditation Scheme for sport practitioners



11 Page 6 of Annual Report

- High Court Appeal - FRU
This appeal was dismissed in the Court of Appeal on 30 November, 2018 and costs awarded to FASANOC
- Fiji Chess Federation
 - The Federation held its Annual General Assembly on 9 December, 2018 and suspension has been lifted.
- Dispute Resolution Mechanism – FASANOC seeks resolution through dialogue. The autonomy of our National Federations is also respected. Discussion is in progress in regards to a specific sports dispute resolution mechanism.



12 National Federation Performance Monitoring

- Holding of AGM and timely submission of
 - ✓ Minutes from Annual General Meeting
 - ✓ Annual Activity Report
 - ✓ Audited Financial Reports
 - ✓ President's Report
- Readiness Assessment Tool
- Participation in FASANOC Activities and Meetings
- Criteria for assistance and funding
- Regular contact through Vice President Portfolios



GOVERNMENT SUPPORT

- Continued and ongoing Government support
- **200% tax deduction scheme for Sponsorship:**
 - ✓ Seeking CONTINUATION of scheme – suggest a longer term strategy of 5 years to create BRAND Equity with their sponsored events.
 - ✓ Decrease threshold to \$5,000 – allows for individuals and smaller businesses
 - ✓ $200\% \times 20\% = 40\%$ Therefore for every \$100 contribution – 60% private and 40% Government
- **Tax exemption for business income** of sporting organizations, similar to provisions under FITA 1974
Provides incentive for sporting organizations to seek self sustainability and reduce burden on Government
- **Support for National Anti Doping Organisation** – Drugs Free Sport Anti Doping Program
- **Employment of Administration/Development Officers** for National Federation for long term sustainability and continuity
- **Gaming income stream** for FASANOC & waiver of GTT for FASANOC and National Federations
- **Funding towards a National Insurance Scheme** for athletes and officials
- **Long Term support for Team Fiji** preparation and participation at Pacific, Commonwealth & Olympic Games
- **Assistance towards new building project** – building grant and duty concessions
- **Partnerships** with Ministries Youth & Sport/Education/Health
- **Consultation on bidding to host 2027 Pacific Games**



Vinaka Vakalevu!



FIJI
ASSOCIATION
OF SPORTS &
NATIONAL
OLYMPIC COMMITTEE

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Appendix Two - Supplementary Response

1. Can FASANOC inform the committee on how else it can assist the National Federations apart from relying largely on Government funding and international bodies?

While FASANOC does rely on Government for funding towards Fiji's participation at the Pacific, Commonwealth, Olympic and other FASANOC sanctioned Games, Government does not fund 100% of this cost and both FASANOC and the National Federations also contribute equally to this cost.

The main self help project that FASANOC mounts, on behalf of the National Federations (NFs) is the national lottery, which helps the NFs raise much needed funds to be used either for their share of the participation costs, preparations, or however the NFs see fit.

We launch and promote the lottery and all the NFs need to do is sell the books. Lottery commission is tiered where the NFs get:

50% of all books sold between 1-200
60% of all books sold between 201-500
70% of all books sold above 501+

FASANOC also provides rebates to NFs when they book guests at Suva Apartments.

The Suva Apartments has also achieved the purpose for which it was purchased ie income generation for FASANOC.

FASANOC also assist National Federations in areas other than Games participation by:

- Funding capacity building courses in coaching and sports administration.
- Securing scholarships for athletes and officials.
- Coordinating the Fiji Games which provides an opportunity to participate in a national multi sports event and much needed competition for athletes.
- Providing opportunities to NF athletes through the Voices of the Athletes Program which enhances the professional development of athletes by making them Champions in an advocacy program which utilizes sport as a tool for development.
- Providing programs which recognize excellent performances within the NFs eg the Fiji Sports Awards, the Fiji Sports Hall of Fame and the Fiji Olympic Order. This alleviates this cost from the National Federations, as well as creates role models for them.

2. How are the sporting bodies at district level linked to FASANOC and the Fiji Sports Commission and what are their financial obligations in terms of paying fees (if any)? Please provide details on whether these bodies have sponsors of their own.

District sporting bodies are not linked directly to FASANOC. They are part of their respective National Federations. Any financial obligations they may have, is directly with their NFs. We are not aware of sponsorship programs that districts may have.

3. National Federations are required to have a Strategic Plan in place in order to be assisted by FASANOC. What is the progress in developing these Strategic Plans?

FASANOC, as part of our Resurgence Agenda has been heavily involved in capacity building and training of NFs in Sports Management. Through the Oceania Sports Education Program (OSEP) we have run 2 Management in Sporting Organisations (MISO) courses for the NFs, over the last 2 years.

The courses taught the participants on:

- Strategic Planning
- Running Effective Meetings
- Marketing & Public Relations
- Financial Management for Clubs/Federations
- Event & Facility Management
- Club/Federation Governance
- Planning for Development

The MISO will continue to be organized as part of our training programs. Through these trainings, FASANOC believes that we will see improvement in the quality of Strategic Plans and the implementation of these Plans.

4. Outline the success rate of the Oceania Sports Education Programme (OSEP) and provide details of its beneficiaries.

See Appendix A which details the attendance to OSEP courses delivered by FASANOC in 2018 and attended by National Federations, FASANOC Commissions and Staff. Participants included NF office bearers, FASANOC Commission leaders and FASANOC staff, particularly those who interact directly with Team Fiji. The objective being to enhance services to Team Fiji.

5. How does FASANOC collaborate with the Ministry of Youth & Sports and the Ministry of Education in terms of capacity building for sports officials?

- In 2017 FASANOC hosted the inaugural IOC Managing Olympic Sport Organization Course (MOSO) course and targeted staff of key stakeholders with whom FASANOC collaborated on a regular basis eg Ministry of Youth & Sport, Fiji National Sports Commission and Fiji Sport Council. Through this course we not only assisted towards the professional development of these organizations' staff but also enhanced the working relationship between FASANOC staff and these participants, who held management positions within their own organization.
- FASANOC, as the co-ordinator of OSEP courses in Fiji, facilitates OSEP courses as requested by MYS and therefore assists in their own deliverables. The Youth division in particular uses OSEP courses to build capacity of youth leaders.
- In regards to MoE, it was on FASANOC's initiative that the Fiji Higher Education Commission has endorsed national qualification standards for the sporting industry in coaching ie Certificate 4 & 5 in Coaching. As a result FASANOC, through its training provider, is reviewing the curriculum

for the OSEP courses to ensure that OSEP courses are compliant with the FHEC requirements. The FHEC is also reviewing national qualifications for sports administration and management.

6. Is FASANOC, its National Federations, other sporting organisations, and also sports within the school system linked? If yes, mention how?

Established sports such as Football, Netball, Rugby, Swimming and Athletics do have a link to the school system through competitions they run through the year such as IDC Schools competition, Deans Trophy and Coca Cola Games. While the Fiji Football Associations runs all levels of competition we are aware that in the case of the other National Federations, they have affiliated members such as Secondary Schools Rugby Assn etc, who conduct the age group competitions. Other sports are a minority and happen mostly outside the school system eg Table Tennis, Badminton etc.

7. Provide details of the allowances and incentives given to volunteers and what plans are in place by FASANOC to absorb them into full time and paid employment to avoid delays in reporting timelines?

FASANOC engages both local and international volunteers from time to time. We have several staff who started as volunteers and later moved into full time positions. We do pay our volunteers an allowance to assist with transport and expenses.

As mentioned during our presentation to the Social Affairs Standing Committee, there is a real need for administrative staff for all National Federations. Unfortunately FASANOC does not have the resources to assist National Federations in this area and this is why the request had been made of the Fiji National Sports Commission to introduce a grant for NF Administration purposes.

Appendix A

FASANOC 2018 SPORTS DEVELOPMENT ACTIVITIES Based On FASANOC STRATEGIC PLAN 2017-2021

OSEP PROGRAM GOALS	STRATEGIC PRIORITIES	STRATEGIES	KPI	TIMELINE	No.	DATE	OSEP COURSE	# NF Attended	# Other Org Attended	# of Participant Attended			
										M	F	TOTAL	
To improve our Admin & Governance to better serve our Members, Commissions and Partners	Effective Governance	Conduct PD for Executive Board	*Complete Operational Plan for EB,FASANOC Departments & Commissions	2018-2020	1	June 7-9	OSEP Development Coach	9	nil	10	2	12	
					2	Jun 26-28	OSEP Team Manager Course 2	5	1 FASANOC	6	3	9	
					3	Jul 2-7	OSEP MISO	13	1 FASANOC	8	12	20	
			Aug 1-2	OSEP Team Manager Course 2 Presentation									
						4	Sep 13-15	OSEP Community Strength & Conditioning Coach	23	1 FSC	18	5	23
					2018-2020	5	Oct 1-3 & Oct 31-1 Nov	OSEP Team Managers Course & Workplace Assessment	20	2 Med Com & 1 FASANOC	23	16	37
						6	Oct 30-31	OSEP Development Coach & Workplace Assessment					
						7	Nov 29-01 Dec	OSEP Strength & Conditioning Coach Course	14	1 Fiji Paralympics	19	8	27
						8	Dec 10-12	OSEP National Team Managers Course	14	5 FASANOC	17	8	26
				2019	9	Dec 10-11	OSEP Educator Course (VOA)	5	2 FASANOC 1 ONOC	2	9	11	

Appendix Three - Verbatim Report

STANDING COMMITTEE
ON SOCIAL AFFAIRS

[Verbatim Report of Meeting]

HELD IN THE

COMMITTEE ROOM (EAST WING)

ON

WEDNESDAY, 30TH JANUARY, 2019

The Committee resumed at 2.57 p.m.

Interviewee/Submittee: Fiji Association of Sports and National Olympic Committee (FASANOC)

In Attendance

1. Mr. Joseph Rodan - President
 2. Ms. Lorraine Mar - Chief Executive Officer
 3. Mr. Jerome Kado - Vice President (Finance)
-

MR. CHAIRMAN.- Thank you Honourable Members, good afternoon and welcome back. On behalf of the Standing Committee on Social Affairs, I would like to welcome the President of the Fiji Association of Sports and National Olympic Committee (FASANOC), Mr. Joe Rodan, welcome Sir, and the team. They are here to present to the Committee in regards to the 2017 Annual Report and we look forward to your presentation. The Secretariat also sent some questions, I believe you will also address those questions and after your presentations, I will allow Honourable Members for any further questions which they need to clarified or answered. Welcome once again and Mr. President, the time is yours for the presentation.

MR. J. RODAN.- *Vinaka*, firstly I would like to thank the Honourable Members for inviting us here today to present to you the functions of FASANOC, what FASANOC does to this country and what it contributes and sports as a whole what it contributes to the country. Accompanying me is Jerome Kado, who is our Vice President (Finance), as most of you know, Jerome is no stranger to all of us. He is a reputable person in his own profession as an auditor and a chartered accountant.

On my left is Lorraine Mar, who is the Chief Executive Officer of FASANOC and she deals with all the day to day running of FASANOC and the managing of FASANOC. Lorraine is a paid employee, as for myself and Jerome, it is out of the love of sports that we do this job. We do not get paid for this, it is the passion that we have for sports and this is one way we contribute back to the country because of our sporting experience because we believe sports in this country plays a very important part.

As we all know, last weekend Fiji won the 7's tournament and we were all happy. We are looking forward to this week that Fiji will continue there and what a sight to see in Hamilton with the blue flags all over the place. It made all of us Fijians proud and we hope to see that again in Sydney this week.

As for the presentation, our Chief Executive Officer, Lorraine will lead the presentation and Jerome and I will join in in the presentation. *Vinaka*.

MS. L. MAR.- Thank you. I think you all have a copy of the presentation in front of you but I will just refer to it up on the screen because, I do apologise at the last minute, we sent some last minute changes. But, I am very happy to say good afternoon and to see some of the faces that we saw when we first presented and also another colleague on the other side who also happens to volunteer his time for sports in volleyball.

What is FASANOC? We are the Fiji Association of Sports and National Olympic Committee. We are recognised by the Commonwealth Games Federation. We were members since 1950, also by the International Olympic Committee since 1955 and the Pacific Games Councils since 1963.

In the first Pacific Games or South Pacific Games as it was called then was in Fiji in 1963. So, we go to the games of each of these International Federations, the Commonwealth Games, the Olympic Games and the Pacific Games as it is now called. So all the entries into these games is through FASANOC. We have a membership currently of 40 National Federations of which 25 are our Olympic Sports and 15 are Non-Olympic Sports. But, all are treated equally and the same.

Our governance structure like any organisation, I guess, particularly, NGOs we have an Annual General Assembly once a year which elects our officers onto the Executive Board. The Executive Board meets every two months or as required and sometimes it is in between those two months as well. Just as a link to our National Federations so that we not only seeing them once a year, we have what is called a "Board of Management Meeting" two times a year, generally. That is used as an opportunity to touch base with our National Federations and give them an opportunity as well to raise any concerns or any issues they would like to raise with our Executive. The work of FASANOC is carried out by generally the staff which is that yellowish colour group at the end there (referring to the powerpoint presentation).

But, really it is the various Commissions that we have that implement this strategic plan and are guided by the Executive Board and all the work is towards our membership which is the National Federations. I think Joe already alluded to the fact that they are all volunteers, so in that group up there, the yellow group (referring to the powerpoint presentation).

The staff are the only paid people, really, except for those bigger National Federations like rugby, football, who are able to afford fulltime staff. Generally, sports in Fiji is run by volunteers.

What is our core business? It is Team Fiji. As I mentioned that we send Team Fiji to those various games and that is really what we are all about. All our work is towards achieving that vision to inspire the people of Fiji through sports excellence.

We tend to work in a 4-year cycle which is an Olympiad, and so, this Olympiad started in 2017 and ends in 2020 with the Tokyo Olympic Games. So, in between there, you can see that every year we have at least one, if not two or three games to go to and so for us is just a never ending cycle of servicing Team Fiji and finding the funds to send them to all these games. We have had some successes in our outings, some resounding successes, as you know we won a Gold Medal, our very first Gold Medal in an Olympic Games with the Rugby Sevens Boys in Rio in 2016. But, we have had other international successes as well.

(Referring to the powerpoint presentation)

On the left there you see Naca, a youngish Naca Takayawa who won a Gold Medal at the Commonwealth Games in Manchester. We have Eileen and our friend there Winston from boxing who did very well at the recent Commonwealth Games last year.

(Referring to the powerpoint presentation)

Right at the top there the young boy was a Silver Medallist at the Youth Olympic Games held in Argentina also last year. In the middle, of course, we will never forget the Gold Medal won by Iliesa Delana at the Paralympic Games, also the very first for Fiji. I mentioned about the never ending cycle, how do we fund Team Fiji to go to these Games?

Traditionally, it has been in a three-way partnership between Government, the National Federations and ourselves, so we come up with a participation budget and divided it by three, and then

generally each of these groups then raised the money to send the team to Fiji. We have, in the past, tried to because it has been so difficult for our National Federations to raise this money and because we tried to discourage the share of this being put on the athletes themselves. We have been trying to work with Government, the National Sports Commission to see how we can change this formula into more 50-50 formula where Government funds half and we, and the National Federations, fund half.

We are slowly getting there because in the past few games, we have been fortunate that we have had increased funding in terms of the participation grant.

There is also another budget which is the preparation grant and that is the one the National Federations used to prepare their athletes. That has been funded by Government, together with the resources of the National Federations themselves, and Olympic Solidarity funding which FASANOC is able to provide but that is quite limited in its totality.

We thought we just put the slide in here just so that there was an awareness of our own contribution towards some of the facilities that the Government has. At the moment, down at the National Sports Complex, you have the gymnasium (not the Vodafone Arena, though the Vodafone arena as well), the hockey area and the swimming pool and the stadium. Now all of that was actually borne out when we held the 2003 South Pacific Games in Fiji. When you hold the Games in the country it is awarded to the Pacific Games Association, which in our case was us, and so together with the Government, we were able to secure the funding for all of the assets that are down at Laucala Bay. We are hoping to do that again in the slightly distant future.

Our stakeholders: Like everyone else, we have stakeholders, we rely on our partnership with the Government through the Fiji National Sports Commission. We have corporate and media partners, obviously the people of Fiji play a big role in how we operate. We have our international partners, in particular the fee that we saw at the beginning: the International Olympics Committee; the Commonwealth Games Federation; and the Pacific Games Council. All the work with our stakeholders is towards Team Fiji and how they can do well.

We have a Strategic Plan which was set in 2016 for the period 2017 to 2021 and that guides our operations. Basically, there are four pillars:

1. the administration and governance;
2. commission and sports services (which really revolves around Team Fiji);
3. our stakeholder partnerships; and
4. marketing and finance.

The rest of the slides from here are specific to the questions that you asked. The number relates to the question in that page that was sent to us. The first question was on how we operate, that is basically the background that we have given you.

The second question, I think, asked us as to what were some of our challenges and how we plan to address them? I am going to handover now to the leaders.

MR. J. RODAN.- With regard to the question: what were our major challenges: Because sports in Fiji is really amateur, what we need is to get volunteers and because a lot of our volunteers are unpaid, we rely on their passion for the sports, so getting volunteers is one of our big challenges. That is the first.

Secondly, it is finance. As most of you know that we cannot be compared to Australia and New Zealand where finance is readily available. With us, finance, especially for the minor sports of the smaller association, finance is another big challenge for a lot of them and also capacity-building.

At the moment, for capacity-building, FASANOC is working on that area to try and improve the knowledge of all our athletes, coaches, officials and managers to improve their knowledge, not only in running sporting competitions but also in managing people.

We have found out that one of the challenges we have is that, we have good sports administrators and good coaches but when it comes to managing people, we find that we have a lot of issues in those areas. So, we have introduced a course which we call Oceania Sports Education Programme (OSEP) which you will see later.

That course is really on leadership, training our coaches and managers to handle people and this is one of the requirements that we have put in, in the coming Pacific Games this year which will be held in Samoa that all officials, managers and coaches are going to attend. They have to go through this OSEP course.

The OSEP course is really about handling people, about being leaders and about leadership because that is an issue that we have found. We have very good coaches, very good sports administrators but when it comes to handling people, we have a lot of issues here. So, it is a compulsory thing that we have done this year that they have to do an OSEP course which is run by FASANOC.

Finance, like I said, is a major issue. We rely a lot on Government and also with the various National Federations. They rely a lot on their international bodies to finance whatever plan they have in the system and a lot of these go back to strategic planning which is in line with the FASANOC Strategic Plan which is also in line with the international organisations. So, as you can see, a lot of these are built up on planning. If we have good planning, we can carry out a lot of things that we can do because we are able to course things out.

In the past, we have good plans, good coaches but you know we could not cost it out. So, now we have all the requirements that we have told our National Federations, and that is that they must have a Strategic Plan in order for them to be assisted by FASANOC. That is one of the requirements that we have put in because we saw that that is one way of improving the capacity-building of all our National Federations.

Timelines: Reporting on timelines, like I said again, the challenges, you know we have voluntary people working for us and a lot of them do not get paid. So, sometimes trying to motivate them to do work and complete it at the right time can be pretty difficult because naturally they are unpaid. They would put their job first and sports will be second. So, one of the big challenges that we have is finding people that will come in and assist the sports because it is a voluntary job.

MR. J. KADO.- Just to add on to that, we are not just sitting back and hoping to rely on Government to provide all that support. What we are also looking at doing is part of the Strategic Planning Goal and that is to go to self-sustainability and towards the end, we will talk about that as well, but in a nutshell, while we remain reliant on Government for that support, what we are also trying to do is to look at projects where we develop sustainability.

We are also talking to the Ministry of Sports and the Sports Commission about bringing in paid administrators for sports as well. A reflection of the success of that is within FASANOC itself. We bring in at the moment hundreds and thousands of dollars in sports funding simply by having a proper

administration in place and we pay for that administration by the foresight of our former executive board, et cetera, who invested in a building where we have accommodation so that through that we can afford to pay for administration and through that administration, we then access more funding.

If we can do that into the future and help our National Federations do the same things, and when we say “National Federations”, we mean all the different sports. If we can strengthen them in that manner, there is a lot of funding globally but also we are looking at investments locally to do that and that is what we would ask from Government in the first instance, is for the corporate sponsorship.

Firstly, if we are putting in money and we do end up putting in money on both sides, we have that build up in a sustainable way, have the commitment over the longer term so that both sides can plan and then we can move as we get funding in from sponsors. They also get the appropriate incentives, so there is a pay back and at the end of the day, it costs Government less and less. As we go into sustainability overtime, sports becomes less of a burden but more of a larger asset for Government as well in terms of going forward. That is from the financial perspective.

Then what we are looking at doing is training across-the-board, not just in the sports, but in sports administration as well, as Joe indicated.

We will touch on the other aspects later on, now I hand back to Joe.

MR. J. RODAN.- All right, increasing women participation, I will ask Lorraine to report on that.

MS. L. MAR.- The next slide addresses your questions, Numbers 3 and 13, mainly in terms of the opportunities for men and women and the initiatives we take to increase women participation. We are an equal opportunity employer and it is a little bit by chance that our staff is a majority female: eight females and five males. We have a Board of nine, of which, four are females and five are males. What is driving women participation in sports is our Women in Sports Commission.

They were champions of women’s role, not only in sports, but in wellbeing. They run leadership courses, sports programmes for women and girls, and they work with all our other Commissions in terms of how we can increase women participation in sports.

The next slide answers your Question No. 4 about FASANOC aligning itself to the SDGs (Sustainable Development Goals). Again there is another, I guess you could call it a Commission called, the “Voices of the Athletes Programme”, which consists of national representatives from different sports who are trained to be champions in different messages. They advocate on the prevention of HIV and AIDS, which is how they originally started that programme.

They champion physical activity as a tool for healthy living, they talk about gender equality, they talk about care for the environments and they do this by going out and conducting outreach programmes. That big picture there on the right (indicating on the slide) was actually when they went out to Savusavu, so they went to Savusavu rural communities as well as in the urban areas. They went to several schools in Savusavu and talked about the messages that they advocate on.

We are a tool, I guess for Government, to help decrease particularly your health budget, and our National Federations themselves are the ones who promote sports, and so we are all about promoting physical activities and I guess the research has shown that as long as you are physically active, you tend to be a lot healthier than a lot of people.

Question 5: You asked us, "What are our future plans and initiatives? Perhaps, Jerome would like to take this on.

MR. J. KADO.- On our future plans, as far as the Pacific Games is concerned, we want to end up in the top three, hopefully No. 1, that is always our target to be No. 1. We were No. 1 when we were in Fiji on both occasions when we had the Pacific Games in Fiji in 1963 when we were No. 1, and in 2003, we were No. 1. Currently, in the last Pacific Games, we were No. 4 but our target is to be No. 1 and we have cascaded that target or vision down to all the national sporting bodies. So for this coming Pacific Games, we are asking them to ensure that they send athletes that will win gold medal, A-Grade standards.

The Pacific Games this year is a major Pacific Games because it acts as a qualifying round in some sports for the Olympic Games because if you do the qualifying times in the Pacific Games, you automatically qualify for the Olympics. Also we want to win medals in the Commonwealth Games. We continue winning more medals in the Commonwealth Games, qualifying on merits rather than being given places. We would like to qualify, like I said, the coming Pacific Games is a qualifying games for some of the sports if we achieve the qualifying time.

We want to make Team Fiji a brand that is nationally and internationally known, a classical example is our Fiji Sevens Team. It has a very strong brand and if we can make Team Fiji a very strong brand, that in itself will sell Fiji and will sell our products, and we also draw a lot of tourists to Fiji as far as sports tourism is concerned. New building accommodation, I will ask Mr. Jerome just to enlighten us on that.

MR. J. KADO.- In terms of the new building, basically as I was saying earlier, we are looking at self-sustainability and in that regard, we are looking at developing a commercial building that can be used by, not only FASANOC as a head office but also the National Federation so we strengthen the sports. And we have talked to the Sports Commission as well about them paying for the administrators' salaries and we provide the officers, so that is part of that.

As part of that as well, we then looking at generating income so we can then help pay for more and more of the expenses in relation to sports and reduce our reliance on Government as well. So that is part of our Sustainability Plan into the future.

MS. L. MAR.- Thank you, Jerome. Your next question to us was about our Financial Statements and perhaps, we will ask Jerome as Vice-President Finance to continue with it.

MR. J. KADO.- Thank you, Lorraine. In relation to the accounts, I guess the question was: Are the accounts audited? They definitely are audited and they are audited by Messrs KPMG. The last set of audited accounts was for the year ended 31st December, 2017.

I guess there was a comment about the Annual Report not including the full Financial Statements, although they are fully audited, we basically just put what we feel to be critical in the Annual Report but a full set of the Audited Financial Statements are actually given to the Ministry of Youth and Sports. So that is also to protect the position of Team Fiji as well because once it is in your Annual Report, all your competitors also know what you are doing and what you have. So in that way, I mean, on a need to know basis we are happy to appropriately share the information, but otherwise we then slowly building up and if you see the accounts, we have a relatively healthy balance sheet but part of that is because we are trying to prepare for sustainability, like I said earlier. And we would look to Government as well to try and contribute to that sustainability, may be through some, sort of, of building grant, if we can find the funding in the midst of all the other commitments that you have.

MS. L. MAR.- Question No. 7 was about the wellbeing of our athletes - the men and women who make up Team Fiji. Whenever we Team Fiji to our games, we ensure that we appropriate insurance cover from the time of departure to the time of return.

But seeing that our core business is Team Fiji, we have to be very athlete-driven in everything that we do. And so we have an Athletes Commission which ensures that the interest and the welfare of our athletes are catered for, and they also ensure that these athletes know their rights and responsibilities.

Question No. 8 was about the International Olympic Committee's (IOC) Grant to us? After the *TC Winston* we were wondering how sport and we ourselves could help the children and the schools who were so badly affected by the cyclone. And we thought that one way could be because a lot of the schools had everything destroyed, was to try and replace some of their sports equipment. So we put a proposal to the IOC which had three components:

1. To provide some schools with sporting equipment;
2. To help the National Federations who were supposed to host regional competitions but were affected by the cyclone because a lot of sponsorship money there were accepting was redirected to the cyclone; and
3. The National Weightlifting Centre in Baba, Levuka was completely destroyed as well.

So to the IOC, we asked if we could give F\$1,000 to 135 schools and those 135 schools were the ones that were rated as Category 5 disaster damaged by the National Disaster Management Office. That project was just recently completed and so there are 135 schools around the region, top half of Viti Levu and bottom half of Vanua Levu who had received this \$1,000 worth of sporting equipment and that came to F\$135,000.

There was an Oceania Weightlifting Championship, our Oceania Swimming and International Hockey Federation World League round 1. They each received a grant to help them continue and not to cancel their tournaments and that was \$130,000.

The Building Grant at the moment as I am sure you are all aware that there is an impasse at the moment between Weightlifting Fiji and another group of lifters in Levuka and so that grant has been put on hold until Weightlifting Fiji resolves that situation. That is worth \$70,000. In the next slide is where you can see the spread of the schools who received that \$1,000 grant.

In terms of your question No. 9 – ways in which FASANOC is building capacity and providing support to strengthen the governance of its National Federations, I think we already spoke about the Oceania Sport Education Programme (OSEP) courses that we run. Some of them are technical, to do with coaches but there are also courses to do with strategic planning and reviewing of constitutions of our National Federations.

We also are able to secure scholarships for coaches to go overseas and we provide funding for National Federations to also run their own coaching courses. That table gives an idea of the number of people we have reached in 2017 to help build their capacity.

Within each National Federation they also have their own programmes that are often driven by the International Federation. So in that way they were to also raise the standards of their own people with the assistance of the International Federation.

Fiji Higher Education Commission (FHEC), our commission involved is our Sports Education Commission. We were trying to get recognition of this OSEP courses, national recognition within Fiji, so our Sports Education Commission worked with FHEC to see how these courses can be recognised.

We were very pleased that the Commission actually recognises sport as an industry and so they were working at setting industry standards and so through a lot of consultations, we have come to a stage where the OSEP coaching courses will be recognised subject to the approval of the Fiji Qualification Council, who we recognise as National Certificate in Sports Coaching Level IV and National Diploma in Sports Coaching Level V.

As more of our people get qualified because the qualification is recognised nationally, it will help them get employment through the sporting industry. So we have been very happy with our collaboration with the FHEC. It is also covering the sports administration courses and those standards are currently being worked on at the moment.

Page 6 of our Annual Report, you wanted to know more about some of the concerns we had during the year with a couple of our National Federations; the appeal by the FRU to the High Court of Appeal just this year was dismissed and we were awarded for that appeal. The Fiji Chess Federation's case was also dismissed and I am happy to say that Fiji Chess Federation were able to resolve their differences within themselves. They had an annual general meeting in December and their suspension has been lifted. So they are now back as a full member of FASANOC.

In terms of dispute resolution, perhaps I will just ask Jerome to elaborate a bit more.

MR. J. KADO.- I understand the question raised was whether or not we would consider using the National Mediation Centre to appropriately resolve issues, for FASANOC, I guess we would, of course, appropriately support that because it makes sense for all involved rather than going through expensive court cases. You could run quickly and more efficiently through mediation.

Of course in relation to mediation that would only occur where both parties are willing to enter into mediation and we have actually recommended mediation and brought in people from the Mediation Centre to assist in some of the disputes that we have come across so far. But it is definitely something that we would appropriately support into the future as well.

I guess, looking at the action taken by the Fiji Rugby Union (FRU), although it is not something that we would want to go on about, we are also proud to see that they have the substance to be able to take appropriate action to defend themselves. So it is a good sign to see that our National Federations are also strengthening in themselves and that is something that we are actually working to do to develop. So ideally not to end up in cases but basically trying to strengthen them and then if there are issues, we would definitely welcome the involvement of the Mediation Centre as appropriate.

MS. L. MAR.- Question 12 asked us how we monitor the performance of our National Federations; basically, as we hold an AGM every year, our expectations are that our National Federations also hold an AGM every year, that they operate within the confines of their constitution. One of the ways we monitor that is, we expect them on an annual basis to submit to us the Minutes of their AGM, the President's Report, the Audited Financial Reports and we do ask for an Activity Report as well which we would like to include in our Annual Report in the future.

We also have a tool that was put together by someone who was doing a research study. It is called the Readiness Assessment Tool (RAT) and it was done specifically for sporting organisations where

through a series of questions, that sporting organisation is able to, sort of, peg where they are in the different pillars of sports administration.

We asked our National Federations to do that on a regular basis and from the outcomes of the RAT, we are able to not only monitor where our National Federations are but also see the gaps in which we can find ways to help them address those gaps.

We have a wish list which we would like to present to you. Perhaps we will ask Mr. Rodan to ...

MR. J. RODAN.- The wish that we have is to continue to be supported by Government. We value that support that Government is doing. Without Government support, we will not be able to operate efficiently and effectively, like we are doing at the moment so we rely a lot on Government.

Also to look at the taxation structure as we have shown there, we would like that to continue and like what was presented before, we would like the Government to take up, at least, 50 percent of the sporting funds that is required to send a team overseas and the preparation funds. Those are a few of the things that we would like the Government to have a look at, and especially to also look at the administrators who are administering the sports because a lot of our administrators who do it, they do it out of their love for sports. And I think if we could incentivise them, they will probably spend more time and be more passionate and committed in doing their jobs.

At the moment, we have a lot of difficulties trying to get people to be in the executive boards to help out our National Federations because to some of them, it is not a paid job; so it is hard to get the right people. One of the things that we are trying to do with all our National Federations is to try and attract people with business background into the executive, because we know we have a lot of good people who are good in organising and running sports, but the administration side and running it like a business like we all know, sports is a business and it has to be run like a business and sometimes we do not have those sort of people in there. The reason why we do not have those sort people because these are people that would not give up their time, they will only come if it is a paid job.

These are the things that we are requesting Government to look at. Jerome, you want to add anything else there?

MR. J. KADO.- Yes, I guess there is a mention of the 200 percent tax deduction which Government has kindly introduced through the Ministry where you contribute and help sport, but that has quite a high threshold and anyone involved in a minor sport will see that you rarely get that level of contribution for a minor sport. Government, to be fair, does take off a percentage and give that to minor sports.

Like if you have \$100,000 contribution for rugby, they take off 2.5 percent and give that to a minor sport. If you were to reduce the amount to say \$5,000, that would allow more welfare individuals and smaller companies to contribute and you could then pull out these entities from within minor sports to help, because you also have basically small family businesses, et cetera.

In that way, we can then achieve sustainability through the sponsorship and even if Government were to give that for a company, it basically means that because your tax rate is 20 percent, if you are giving 200 percent concession, it is 20 percent times 2 which is 40 percent so Government contributes 40 private contributor still gives 60 percent in cash.

If that does not happen, then the sports end up going to Government and looking for the money, and Government could end up bearing up to 100 percent of that cost. It is not a bad thing to do, if you

would support that. The other issue that we are looking at, is recently the law was changed to now impose tax on business income of sporting organisations. What we are looking and asking for is to bring back the tax exemption that was available under the Income Tax Act, the previous Income Tax, it says 1974 but effectively that is the tax that applied up to 2015. All we are saying there, is that where you make a business profit and you put it back into sport and the people involved do not take any of those profits, that Government does not tax that and so that then allows the sport to build up sustainability. Of course, if you are getting a benefit, then you should be subject to tax like everyone else and the benefit should only be to the sport.

Those are the two major ones in terms of the tax incentives. The other issue that I had brought up earlier was with this building that we are looking at putting up, it will cost quite a few millions, the request is, if Government would consider some sort of building grant to put that together. We have saved up quite a bit to try and put into that, so we are not just asking Government to put in with no hurt money from us, we are willing to put in money as well, so that it is a fair build up and at the end of the day, I think we benefit all around; the whole of Team Fiji, being Government, FASANOC and everyone else involved.

On the wish list, the other issues there that we are dealing with is in relation to the National Anti-Doping Organisation and Drug Free Sport Anti-Doping programme. That, I understand is just waiting for the legislation to come through to make that happen, so that is something we have been working quite closely with Government on.

The employment of administration or development officers - that is something we have been talking to the Sports Commission about. We looked at providing the officers and they would provide the wages for these individuals so that we could strengthen National Federations.

Gaming Income Stream - that is something that FASANOC brought up previously basically at the moment, the Sports Council links through Tattersall's that is something that had initiated through FASANOC but that has been driven towards the Sports Council and in terms of self-sustainability, we are looking at if Government would consider granting them.

National Insurance Scheme for athletes and officials; the question did come from yourselves on what do we do if any athlete gets injured. We wonder whether it is a National Insurance Scheme or maybe under the current changes in terms of worker's compensation, because these athletes do so much for Team Fiji. It is like our Rugby Seven's Players if they get injured, what cover do they have? I do not think they have much and sadly they then end up with nothing when basically they make Fiji look so good when they participate. Perhaps if consideration could be given, if there is not an insurance scheme then the inclusion of such athletes under the workers compensation requirements that covers almost everyone else anyway.

A long term support for Team Fiji, we talked about this earlier. Government has of course continued to provide support for Team Fiji and that is greatly appreciated, but that comes in on an annual basis. So, what we are looking at is working in conjunction with Government so that we have a sustainable number and we could then coordinate that with Commercial Sponsors while we try and build up our self-sustainability in the background at the same time. So that way we can plan better, there is better returns all around for Government, et cetera, and of course Government should and can demand better results as well from our athletes.

The building project I talked about and partnerships of course with the Ministry of Youth and Sport, the team at the Ministry have been very helpful and supportive. We look forward to continuing that relationship and of course last but not least, consultation on building for the 2027 Pacific Games. All

the other major countries have hosted the games, and Fiji the last time we did it was in 2003, so we are then looking to Government for support to put in a bid for 2027 because as you would all appreciate within the region they all look up to Fiji, and basically, our turn is long overdue and so we looking for support to rise to that challenge.

MR. J. RODAN.- Honourable Members, that is our presentation from FASANOC, if you have any questions, please let us know so that we could answer it.

MR. CHAIRMAN.- Thank you, Mr. Joe Rodan, the Vice President and CEO for a very enlightening presentation, a lot of information. Also thank you very much for providing the answers to the questions that were sent. We are very proud of your work and also as you said in the beginning, we were also watching the game when Fiji played, last weekend, and we are looking forward to this week. Usually everyone is happy when we win, when we lose then people start to pull things out, as usual for sports. But, thank you very much for the presentation. Honourable Members, if you have any other questions, we have also heard about your wish list which you have here. The Committee will also wish to put some when we will do our report, we will see how we can work together and put a few things back to Parliament that will go to the relevant people.

HON. DR. RATU A.R. LALABALAVU.- Thank you, Honourable Chairman. *Vinaka vakalevu* Ms. Mar, Mr. Rodan and Mr. Kado. Like our Honourable Chairman said, I have utmost respect for the volunteers, especially with regards to sporting bodies as FASANOC, I believe in sports, in what you can do in terms of health problems you have now, like you mentioned, the economy bringing races, different religions and people together, so, in that respect I just want to say a big *vinaka vakalevu* and may you continue to do the good work that you do.

My question with regards to your wish list, funding towards the National Insurance Scheme. Will this be in line with Life After Sports issue?

MR. J. RODAN.- Yes, that is the National Insurance Scheme, it is concerning the athletes taking part when they become Team Fiji. We would like them to be covered under an insurance so if something does happen to them while they are representing Fiji they would be covered under that. For Life After Sports, what do you think about that Lorraine?

MR. J. KADO.- Honourable Member, first thank you for the acknowledgement, greatly appreciated.

In terms of Life After Sport, I guess one of the questions that was raised is how do we develop National Federations and Sport? As part of the overall strategic plans, what we are looking at is both a top-down and a bottom-up approach. So from the higher levels we are strengthening all the Commissions and revamping them so that we get solid results.

We are also trying to build up financial sustainability as I talked about so that we can afford more and that is more from the top coming downwards. From the bottom-up, we are actually training the individuals and insisting that they go through this training.

Now Lorraine talked about the Oceania Sports Education Programme. One of the issues that we have also discussed right up to the International Olympic Committee level is that out of Europe, they are developing education programmes in sport with proper qualifications. So the intention strategically is to develop what we were doing with the Higher Education Commission and then dove-tailing that with these international because they have very good universities that are aligning with that. So we can get that

right, that then provides I guess the answer to your Life After Sport question that, that we are trying to run that and develop it.

My sons both compete one of them is an engineer now and the other is doing medicine in Otago. So that is the intention as well, not only should they be participating and doing well on the field, but also in the classroom and so that secures that.

But what we are looking at in terms of the insurance cover is more what happens when the athlete is training and gets injured at home. We cover them for insurance when they leave Fiji and when they come back for a competition. But to get on that plane to leave, the athlete has to spend eight to ten years of training to even qualify; four, eight, ten years to actually get there. Who looks after them in all of that time and if anything happens to them?

I mean, we see the benefit on the Seven's field last weekend but how much have those athletes put in to get to that field? It is not even three years or four years, it is a lot more. So who looks after them then? That is what we are talking about this insurance cover. If we can cover workers and employees, the first sports people of our country also need to be covered under something similar. I think there may be more dedication and we may even get better results because people see that they will be taken care off if they do focus on sport. As we know from the remittances for people playing rugby in Europe, they are earning serious dollars and that is what we are suggesting here in terms of that insurance. I hope that answers your question.

MR. CHAIRMAN.- Thank you very much for that response. Honourable Salote Radrodro?

HON. S.V. RADRODRO.- Thank you Mr. Chairman and thank you Mr. Rodan and your team for the very well-articulated presentation. Yes, we fully agree with the issues that you have raised on your wish list particularly speaking from the Opposition perspective, we have raised in my last term of Parliament in regards to the insurance. We can confidently say the higher level of marketing that sports does for Fiji as a whole and as a nation. So I was just interested I mean maybe I have missed it here. How much is the Government grant?

MS. L. MAR.- For the Commonwealth Games, the one we just came back from last year, I think round about \$600,000 was their contribution towards the participation costs for going to the Gold Coast. That is one of the games where that \$600,000 actually represented more than the one-third formula. So it was more like 60 percent, I think. That also happened in 2017 when we went to the Mini Games.

I think it is not always an increasing amount, I guess it depends on the demands of the other sports in terms of what they have asked for as well.

MR. CHAIRMAN.- Thank you for your information. Honourable Alipate Nagata.

MR. J. RODAN.- Talking about marketing, I will give you an example: In the last Rio Olympics for a 32nd commercial, it costs \$1.5 million and Fiji was on showcase for about five days. So, you take that five days, probably 8 hours a day x 5 x \$1.5 million or not more than \$1.5 million, probably, 8 days, they played for about 10 minutes to a game, so when you calculate up, it is a serious dollar.

So, like what you said, sports is one way we promote Fiji and I think sports does more for Fiji than tourism (it is unfortunate to say), we do more for Fiji in sports. I can safely say that sports do more for Fiji than any other activities around the country, and we all know that because we, Fijians, we all love our sports. We contribute a lot to the nation as far as promoting Fiji. Thank you for bringing that up.

MR. CHAIRMAN.- Thank you, President. Honourable Alipate Nagata, Assistant Minister for Youth and Sports, would you like to add something?

HON. A.T. NAGATA.- I hope it is not a conflict of interest. Is it possible if the FASANOC, the Fiji Sports Commission to pay all the levy for its Federations, especially indoor volleyball?

MR. J. RODAN.- Well at FASANOC, we try and ensure that we raise enough money to pay for the levies. That is one of the things that we aim for. If you look at the presentation, it says that 50 percent for FASANOC and the National Federations but most of it will come from FASANOC and FASANOC does all the work to raise the funds to try and pay for the levy. Our objective is for the athletes not to pay anything.

In some sporting bodies, some National Federations, the athletes do not pay for anything because the National Federation is well-organised. It goes back to the National Federations. If they are well-organised, they can do a lot of things to raise funds for themselves. You know you have your own international bodies and like I said again, if you are well-organised, you can raise and get good sponsors but provided you are well-organised. This is one of the reasons why we ensure that all National Federations run like a business. You have a strategic plan which you can present to your potential sponsors because that is what potential sponsors want to look at. They want to look at your strategic plan for your National Federation because they know "Oh, this guy knows what he is doing." This is why FASANOC enforces, going forward, everyone has to have a strategic plan in order to get assistance from FASANOC.

MR. CHAIRMAN.- Thank you, President. Honourable George Vegnathan.

HON. G. VEGNATHAN.- Thank you, Mr. Chairman. It is just something that I am interested to know more about.

Thank you, Sir, for being volunteers on the job and trying to promote sports in the country which we all love. I worked with the Fiji Secondary School Athletics Association for most of my career while I was a teacher. So, the development of sports I am really keen to promote and see where I can help. So, in that regard looking at the National Federations, how much work are they doing to promote sports at the district levels, especially going down to the centres, to Labasa, Lautoka? We have so much potentials, what are we undertaking to bring up the sports from the districts up to national level? We can see rugby players, athletes but what about other sports? I am just interested in that.

MR. CHAIRMAN.- Thank you, Honourable Member.

MR. J. KADO.- Thank you, I think it is a good and pertinent question. In terms of trying to develop the sport, I think, if you ask the National Federation bodies they would love to have a lot more involvement, but like I indicated with rugby and soccer, that is a lot better organised so the reach is further. Volleyball might have a little bit more but for other sports that people do not necessarily participate in, except say in athletics now and swimming that is being pushing a bit more aggressively, it is all done by volunteers.

Honourable Member, when you were participating, you would have had to do that as a volunteer. You then need to have the volunteers from the grassroots pushing upwards and that is also why we are trying to bring up the qualifications to help them from an administrative perspective, because we have a lot of good people in sports but unfortunately, until they have the right qualifications or the ability to properly organise, things will fall apart, and we see that all the time in sports because it is not properly organised, it falls apart.

That, I think, is where the development of sports will grow as we develop and that is why we are trying to push the administrative arm of the National Federations. That way they can access more international funding in addition to Government funding to push forward on that. I guess in response to the question by the Honourable Member from the Opposition on Government spending, I think it should also be noted that it is not just the participation amount that Lorraine talked about, there is also quite a substantial amount invested by Government to be fair in the actual preparation. That number actually runs into a few million.

We also acknowledge and are grateful for that and FASANOC has actually managed quite a bit of that effectively for Government so that we would like to acknowledge and note.

On the levy question, I am glad that the Honourable Acting Minister has actually declared interest because under the new Code of Conduct, he could be in trouble.

(Laughter)

MR. J. KADO.- My apologies, no insult meant, but on the levies as a finance person, one of things that we do put the levy in there for is also to make sure that there is a level of commitment. As Mr. Rodan had indicated that there is, of course, where the National Federation is properly organised, they also pull in the support in terms of sponsorship that not only helps cover levies but also the development of sports.

MR. CHAIRMAN.- Thank you. Mr. Rodan, do you have anything else to add towards the end before we close for today?

MR. J. RODAN.- Yes, Doctor, you want to

HON. DR. RATU A.R. LALABALAVU.- *Vinaka*, Honourable Chairman. Just an observation and it is more to do with the different federations of sports and the different athletes or sporting individuals within each federation. With regards to their retention and should they jump ship and go to another sports, depending on you, the amount of money invested on them, the time, is there a process in place where the federations get compensated when they do?

MR. J. RODAN.- Well, at the moment, we do not have anything in place but from the FASANOC's point of view, like swimming and probably athletics are the bases for any fitness person. Jerome looks after swimming and I look after athletics and for us, we will develop athletes and if they do well and they want to jump into rugby and make a living for themselves, good luck to them. We will be happy to do that because at the end of the day, sports in general wins.

As far as putting some barriers or getting some compensation, no, we do not do that and athletes move on and earn money for it because at the end of the day, it is about earning money. In most of these sports, the only thing we do, we try and look after our athletes properly, pay their bus fare to come and train, but if by doing that they can earn a living and move to another sports, we will be happy for them because that is their career.

MR. CHAIRMAN.- Thank you, Mr. Rodan. Any other further comments.

MR. J. KADO.- I would just like to thank the Committee here for, once again, inviting us. I think it is very important that the current Committee takes back to the Parliament House what sports is all about in Fiji; what FASANOC is doing and the importance of sports in Fiji; and the assistance that we are getting from the Government, sponsors, international partners like the IOC and National Olympics

Committees. They invest a lot of money into Fiji to try and develop sports and we are only too glad that the Government sees sports as an important tool and I also think that sports plays an important part in keeping Fiji a healthy place.

We hear about Doctor, and Doctor would agree, that out of every three people, one of them gets amputated. We see that being advertised in the television and if you are physically fit, that does not happen. So sports is the prevention of NCDs. If we get Fiji more active into sports, we will spend less money on the medical bills, in the hospitals and most of the money can be invested back in to sports and it goes to show "Prevention is better than curing it", and that is what sports does. Sports prevents all the NCD diseases that we are facing so it plays an important part in our economy and in the country of Fiji. *Vinaka.*

MR. CHAIRMAN.- Thank you, President and team, for your presentation and on behalf of the Standing Committee on Social Affairs, thank you very much for your time.

The Committee adjourned at 4.01 p.m.